

**UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF TEXAS – HOUSTON DIVISION**

RICCO WASHINGTON,

Plaintiff,

v.

PACIFIC SUMMIT ENERGY LLC and
SUMITOMO CORPORATIONS OF THE
AMERICAS,

Defendants.

Civil Action No. 4:20-cv-290

INDEX OF MATTERS BEING FILED WITH NOTICE OF REMOVAL

Pursuant to Local Rule 81, Defendant Pacific Summit Energy LLC submits and attaches the following Index of Matters to its Notice of Removal:

1. Original Petition, Jury Demand, and Requests for Disclosures, attached as Exhibit A;
2. A copy of the Citation served on PSE, attached hereto as Exhibit B;
3. Declaration of Jikja Chung, attached hereto as Exhibit C;
4. Declaration of Lewis Farberman, attached hereto as Exhibit D.
5. A copy of the State Court Docket Sheet, attached hereto as Exhibit E;
6. Federal Court Civil Cover Sheet, attached hereto as Exhibit F;
7. A list of all counsel of record, attached hereto as Exhibit G.

Respectfully submitted,

DATED: January 24, 2020

PAYNE & FEARS LLP

By: /s/ Amy R. Patton
AMY R. PATTON

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4814-3838-4818.1

EXHIBIT A

19-12-17047
CAUSE NO. _____

RICCO WASHINGTON,

Plaintiff,

v..

PACIFIC SUMMIT ENERGY LLC
and SUMITOMO CORPORATIONS
OF THE AMERICAS,

Defendants.

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IN THE DISTRICT COURT

MONTGOMERY COUNTY, TEXAS

~~Montgomery County, DC - County Court at Law #2~~

284TH

JUDICIAL DISTRICT COURT

**PLAINTIFF'S ORIGINAL PETITION, JURY DEMAND,
AND REQUESTS FOR DISCLOSURES**

TO THE HONORABLE JUDGE OF SAID COURT:

COMES NOW Plaintiff, RICCO WASHINGTON, and files this Original Petition for employment discrimination, harassment and retaliation in violation of Chapter 21 of the Texas Labor Code (commonly known as the Texas Commission on Human Rights Act ("TCHRA")), complaining of Defendants, PACIFIC SUMMIT ENERGY LLC and SUMITOMO CORPORATIONS OF THE AMERICAS. For causes of action against Defendants, Plaintiff will show the Court the following:

I. DAMAGES AND DISCOVERY PLAN

1. Pursuant to Rule 190.4 of the Texas Rules of Civil Procedure, Plaintiff asserts that discovery should be conducted in this case under Level 3. Pursuant to Rule 47(c) of the Texas Rules of Civil Procedure, Plaintiff seeks monetary relief over \$1,000,000, as well as injunctive relief.

II. PARTIES

2. Plaintiff Ricco Washington (“Washington” or “Plaintiff”) is an individual who currently resides at 55 Golden Scroll Circle, The Woodlands, Texas 77382.

3. Defendant Pacific Summit Entergy LLC (“PSE”) is Delaware limited liability company with its principal office at Corporation Trust Center, 1209 Orange Street, Wilmington, Delaware 19801, and may be served with process through its registered agent, CT Corporation System, at 1021 Main Street, Suite 1150, Houston, Texas 77002.

*****ISSUANCE OF CITATION IS REQUESTED*****

4. Defendant Sumitomo Corporation of the Americas (“Sumitomo”) is a New York corporation with its principal office at 2010 Main Street, #1200, Irvine, California 92614, and may be served with process through its registered agent, CT Corporation System, 350 North St. Paul Street, Suite 2900, Dallas, Texas 75201. Plaintiff is informed and believes, and based thereon alleges, that Sumitomo employs over 500 employees.

*****ISSUANCE OF CITATION IS REQUESTED*****

III. VENUE AND JURISDICTION

5. Venue is proper in Montgomery County, Texas under Texas Civil Practice & Remedies Code section 15.002 because all or a substantial part of the events or omissions occurred in this County (section 15.002(a)(1)), and PSE’s principal office in Texas (where Plaintiff worked) is in this County (section 15.002(a)(3)).

IV. FACTUAL BACKGROUND

A. Washington's Employment with Defendants.

6. Washington was born and raised in California and is of African American heritage. He works as the Vice President for Trading and Origination (West and Mexico Region) for PSE, with his office in The Woodlands, Texas.

7. PSE is a subsidiary of Sumitomo, which is a Japanese global enterprise that prides itself as having more than 350 years of successful business history. PSE is the North American energy marketing and trading affiliate for this Japanese enterprise, and explains the company's history on its website (www.pacificsummitenergy.com/who-we-are/) as follows:

“Sumitomo formed PSE to expand their midstream presence in the North American energy industry.

Founded in 2004, PSE has grown to include more than 80 employees across California, Texas and Virginia. We have over 600 counterparties with customers ranging from other wholesale trading companies to commercial and industrial end users.

PSE added trading desks for power in 2012 and crude oil in 2014. The additions, along with our entry into LNG projects in 2013, have allowed PSE to grow and establish a dominant presence in the commodity trading space.”

8. Washington has worked for PSE/Sumitomo since May 2007. Before his promotion to Vice President on October 1, 2018, he worked as a Senior Originator (West and Mexico Region). He currently has over 12 ½ years with the Company. When he was promoted, his base salary was increased from \$185K to \$225K. His primary job responsibility is to grow PSE/Sumitomo's market and trading presence in the West and Mexico region, in addition to meeting and exceeding P&L targets.

B. Defendants' Corporate Culture of Bias Against Non-Japanese and Non-Caucasian Employees.

9. One of the distinctive features of the Japanese management style is a job rotation system. In large Japanese companies, Japanese managers typically move into new jobs in different fields repeatedly during their careers, at intervals from two to seven years. *See, for example, Eileen M. Mullen, Rotating Japanese Managers in American Subsidiaries of Japanese Firms: A Challenge for American Employment Discrimination Law*, 45 Stanford L. Rev. 3 (1993). The Japanese-style of shuffling managers into new disciplines every few years is a practice that is rare in Western corporations, but a system Sumitomo subscribes to for its Japanese executives. For example, attached collectively as **Exhibit 1** are a 19-page press release from Sumitomo's President and Chief Executive Officer issued January 30, 2018 and a 16-page letter (or press release) from February 22, 2008 discussing a myriad of personnel changes for the Japanese employees, showing them being shuffled among various executive roles.

10. Jiro Miyazaki currently works as a Senior Vice President based in The Woodlands, Texas office. As a Japanese national, Mr. Miyazaki has rotated into different jobs with the Company to oversee United States-based employees over the years that Washington has worked for PSE/Sumitomo.

11. Mr. Miyazaki has a history of complaints made against him. Despite a history of complaints against him, he continues in positions of authority over American employees seemingly without any negative repercussions or restrictions. Accordingly, Washington had never felt comfortable reporting the concerns addressed in this Petition directly to Sumitomo's Human Resource manager, Tomoe Iwatera, who is also Japanese, works in the Newport Beach, California headquarters of Sumitomo's North American operations, and has a reputation for showing bias towards the company and its senior Japanese managers on HR matters.

12. A common complaint against Mr. Miyazaki is that he disapproves of seeing any financial success at PSE for non-Japanese employees. Because Washington is African American, Miyazaki is particularly sensitive to Washington earning more money or advancing in his career at PSE more so than he feels a non-Japanese and non-Caucasian employee should be “allowed” to advance. That is, Mr. Miyazaki seems particularly ill at ease with any status or success that Washington gains at the Company because he is not Asian, or even Caucasian.

13. When Washington’s team and Washington started experiencing substantial financial success in the Mexican market in 2017, Mr. Miyazaki started making comments insinuating these deals surely must entail bribes and other acts of foreign corruption. By February 2019, Mr. Miyazaki had launched a formal investigation into Washington’s business dealings in Mexico.

14. As part of this investigation, Washington understands that his emails were thoroughly reviewed and that several of his business counterparts in Mexico were contacted and corroborated that his business practices and integrity were beyond reproach.

15. Washington made it known (to Mr. Miyazaki; his direct supervisor, Matthew Clark; and Jikja Chung, head legal counsel) that he found the investigation offensive, and ultimately, the investigation was concluded with no findings of anything improper in his Mexican-based dealings.

16. Washington’s former direct supervisor, Matthew Clark (“Clark”), was the first non-Japanese employee to reach the rank of President for PSE – as all others in this position have been Japanese men. Clark told Washington when he left the company that Mr. Miyazaki had it out for Washington, since he had been recently promoted to a Vice Presidency.

17. It was not long after Clark left in July 2019 that Washington experienced severe discriminatory treatment from Mr. Miyazaki, discussed further below. In short, since Mr. Clark

left, Mr. Miyazaki's harassment started with him constantly bringing up the investigation of Washington's Mexico deals, as if to insinuate that some incriminating evidence had been found against him (when it had not), and then escalated with him demanding Washington return several hundred thousand dollars of previously paid compensation.

C. Washington's 2018 Performance Bonus, as Approved by Senior Management.

18. In March and April 2019, Washington was included in several emails concerning the calculation of his bonus for 2018 performance. PSE commercial employees such as Washington receive significant bonuses in addition to their base salary if performance targets are met. The P&L results are based on results from mid-March to mid-March, and PSE's fiscal year is April to March.

19. 2018 was a banner year for the West Texas Region, including because of short trading strategies on oil and gas commodities in Mexico. The two points where most of this activity occurred were at Permian and Waha. Most of the oil and gas production in that region was being produced at an enormous rate and having the "know how" of the Mexico market further validated our trade strategies. The specialized "know how" concerning the Mexican market was a result of a long-term supply deal to CFE (Mexico Power Company) that Washington had originated. The origination of this deal took over two years. Most of Mexico's natural gas production is declining and they rely on US exports of natural gas supplies. Through Washington's many business development trips to Mexico it became apparent that Mexico's new infrastructure was ill-equipped to take on new supply; thus, not leaving a major home for gas supply in the West Texas region. Also, with a newly elected President with a Socialist bent, Washington speculated that many new projects that would allow Permian gas to flow into Mexico would be stalled. To understand the dynamics in this market further, Mexico had only recently deregulated its natural

gas market to open competition within the past five years. Prior to that it was a monopoly run by CFE (Mexico Power Company) and Pemex (Natural Gas and Oil Company of Mexico).

20. On March 29, 2019 when Washington's bonus calculation was presented to him, Washington immediately noticed it was calculated incorrectly, and he was provided no back-up calculations from the Company on how they reached the incorrect figure they presented. Washington promptly reported this matter to his direct supervisor, Clark, who was then the President of PSE. Mr. Clark then took the matter to the PSE/Sumitomo "Senior Management" Committee.

21. Mr. Clark told Washington that Mr. Miyazaki stated in response to his complaint that "He [Washington] does not deserve this money," and Mr. Clark also told Washington that Mr. Miyazaki "has it out for you."

22. Mr. Clark was going through his own personal difficulties with PSE/Sumitomo's Senior Management Committee at the time, so Washington also decided to communicate directly via telephone, email and text with Chang Lee, the Senior Vice President of Risk Management. Mr. Lee was a member of PSE/Sumitomo's Senior Management Committee, which also included Mr. Miyazaki, Manabu Kido, Yoichi Kawato, Mr. Clark, and Matt Brown.

23. In response to Washington's communications with Mr. Lee, he submitted to the Senior Management Committee detailed calculations for both the original bonus amount they had presented and a new, revised amount. Having now had the benefit to see the calculations behind the original amount that was presented, Washington noticed several inconsistent and disingenuous elements to their calculations – which were clearly skewed to minimize his bonus amount. For example, the first proposed amount was calculated based off the full year's performance of "West BG" (a book of business that resides in the West region), but yet the full year's performance for

the entire Western region was not factored into the calculations. It was clear Defendants were essentially “cherry picking” factors to include in the calculations that would reduce or suppress Washington’s bonus amount.

24. The emails concerning the re-calculation of Washington’s bonus included Tomoe Iwatera, the Director of Human Resources & General Affairs (discussed further above), Chang Lee, PSE’s (then) President, Clark, and the entire “Senior Management” group. These emails are attached collectively as **Exhibit 2** and incorporated herein by this reference.

25. During these discussions, Mr. Clark and Washington discussed how he had been shorted about \$650,000-700,000 of compensation because he had been excluded from Sumitomo’s Long Term Compensation (“LTC”) Program until April 1, 2019, but that Japanese senior management was unwilling to account for this in the bonus calculations under discussion. Previously Mr. Clark had verbally confirmed to Washington that he would be in the LTC Program as soon as he was promoted to VP back in October 2018 – but this did not happen.

26. After these communications confirmed the calculation of his bonus (absent the LTC compensation to which he was improperly excluded), Washington’s 2018 bonus check was issued on April 12, 2019 in the amount of \$1,360,777 and was approved by senior management. Attached as **Exhibit 3**, and incorporated herein by this reference, are text messages between Mr. Lee and Washington confirming he had talked to both Mr. Kawato (as mentioned above, Mr. Kawato is a member of the Senior Management Committee and runs the Irvine, California office) and Mr. Clark about his bonus, that Mr. Kawato “**agree[d] to full salary or half year wear [sic – West] budget,**” and that Mr. Lee was “**Sorry for the trouble.**”

D. Defendants' About-Face on the Bonus and Demand for its Return.

27. Notwithstanding the prior detailed discussions over his bonus in March that involved the Senior Management Committee's approval, and issuance of the check in April, on August 29, 2019, after calling Washington into his office to casually discuss football, Mr. Miyazaki completely blind-sided Washington by stating he was working to get a large part of the bonus "clawed back" and that a letter seeking this was in the works.

28. On Friday, August 30, 2019, Washington sent Ms. Iwatera an email asking that a third party be present in any meeting involving him and Jiro Miyazaki (in one-on-one situations). A copy of this email is attached as **Exhibit 4** and incorporated herein by this reference. Neither Ms. Iwatera, nor anyone else with the Company, took any steps to interview Washington or otherwise investigate why he would not want to be alone with Mr. Miyazaki. To this day, Washington has not been interviewed by HR, or anyone else with the Company, about this complaint.

29. The following Thursday, September 5, 2019, Ms. Iwatera emailed Washington a letter, signed by PSE's Chairman (the highest ranking executive with PSE), Manabu Kido, demanding that he refund approximately 46% of the bonus that was previously issued to him back in April 2019 – even though the bonus amount had already been confirmed by senior management, and was paid in April 2019. More specifically, Sumitomo demanded Washington refund the sum of \$625,699. A copy of the September 5, 2019 letter, and Ms. Iwatera's cover email (copying Mr. Kido, Yoichi Kawato and Jikja Chung), are attached as **Exhibit 5**, and incorporated herein by this reference.

30. The only Caucasian on the Senior Management Committee after Mr. Clark's departure, Matt Brown, has indicated to Washington that he was excluded from any discussions

by the Committee with Mr. Miyazaki about the demand that he refund nearly half his 2018 bonus, or the letter that Mr. Miyazaki orchestrated that Mr. Kido signed.

31. To Washington's knowledge, no Caucasian employee has ever been asked to refund a previously issued bonus, much less asked to refund almost half of their previously issued bonus.

32. Moreover, the "new" math is wrong because Defendants originally tried to prorate Washington's salary by *half* in the calculation for full-year Permian and *half*-year West production. This is cherry picking and trying to pull the wool over Washington's eyes. To be consistent and fair, the calculation should have been to prorate Washington's salary by *half* for full-year Permian and *full*-year West production, or, the calculation should be based on his *full* salary and *half*-year West budget (as Senior Management agreed and documented by the email chains, text messages (submitted as Exhibits 2-3) and prior check that was paid to him).

33. Washington timely filed a Charge of Discrimination with the Texas Workforce Commission and Equal Employment Opportunity Commission on September 18, 2019. A true and correct copy of the file stamped EEOC Form 5 for this filing is attached as part of **Exhibit 6** and incorporated herein by this reference.

34. The EEOC thereafter issued Washington his Notice of Right to Sue (Issued on Request) (RTS) on September 24, 2019. A true and correct copy of Washington's RTS is attached as part of **Exhibit 6** and incorporated hereby by this reference.

**V. EMPLOYMENT DISCRIMINATION AND HARASSMENT IN
VIOLATION OF THE TEXAS COMMISSION ON HUMAN RIGHTS ACT (TCHRA)**

35. Plaintiff hereby incorporates and re-alleges each and every foregoing paragraph as if fully set forth herein.

36. As further described above, Washington has been harassed and discriminated against because he is African American/black, and not Japanese or Caucasian.

37. Washington's race, color, and national origin were motivating factors in Defendants' decision to demand return of nearly 50% of his 2018 bonus after it had already been paid.

38. Such discrimination and harassment were unlawful under Chapter 21 of the Texas Labor Code.

39. As a result of such discrimination and harassment, Washington has suffered, and is continuing to suffer, compensatory damages, including emotional pain and suffering and mental anguish in an amount according to proof at trial.

40. As further described above, Defendants acted with malice or with reckless indifference to the right of Washington to be free from such practices. Accordingly, Washington is entitled to an award of exemplary damages pursuant to Section 21.2585 of the Texas Labor Code.

41. Washington is also entitled to recover his attorneys' fees pursuant to Section 21.259 of the Texas Labor Code.

**VI. EMPLOYMENT RETALIATION IN
VIOLATION OF THE TEXAS COMMISSION ON HUMAN RIGHTS ACT (TCHRA)**

42. Plaintiff hereby incorporates and re-alleges each and every foregoing paragraph as if fully set forth herein.

43. As further described above, Washington has been retaliated against because he previously complained about Mr. Miyazaki's discrimination, harassment and retaliation against him.

44. But for Washington's prior complaints, Defendants would not have demanded that he return of nearly 50% of his 2018 bonus after it had already been paid.

45. Such retaliation was unlawful under Chapter 21 of the Texas Labor Code.

46. As a result of such retaliation, Washington has suffered, and is continuing to suffer, compensatory damages, including emotional pain and suffering and mental anguish in an amount according to proof at trial.

47. As further described above, Defendants acted with malice or with reckless indifference to the right of Washington to be free from retaliation. Accordingly, Washington is entitled to an award of exemplary damages pursuant to Section 21.2585 of the Texas Labor Code.

48. Washington is also entitled to recover his attorneys' fees pursuant to Section 21.259 of the Texas Labor Code.

**VII. INJUNCTIVE RELIEF PURSUANT TO
THE TEXAS COMMISSION ON HUMAN RIGHTS ACT (TCHRA)**

49. Plaintiff hereby incorporates and re-alleges each and every foregoing paragraph as if fully set forth herein.

50. Pursuant to Labor Code section 21.258, on a finding that a respondent has engaged in an unlawful employment practice as alleged in a complaint, a court may: (1) prohibit by injunction the respondent from engaging in an unlawful employment practice; and (2) order additional equitable relief as may be appropriate.

51. The Court should order an injunction or additional equitable relief under Section 21.258, including, without limitation, an order prohibiting Defendants from further pursuit of their efforts to claw-back Washington's 2018 bonus.

52. Washington is also entitled to recover his attorneys' fees pursuant to Section 21.259 of the Texas Labor Code.

VIII. CONDITIONS PRECEDENT

53. All conditions precedent to Plaintiff's claims for relief have been performed or have occurred.

IX. JURY DEMAND

54. Plaintiff asserts his right to a trial by jury, under Texas Constitution article 1, section 15, and makes this demand for a jury trial at least 30 days before the date this case is set for trial, in accordance with Texas Rule of Civil Procedure 216. Plaintiff tenders the appropriate fee with the Court, as required by Texas Government Code section 51.604(a).

X. REQUEST FOR DISCLOSURES

55. Under Texas Rule of Civil Procedure 194, Plaintiff requests that Defendants disclose, within fifty (50) days of the service of this request the information or material described in Rule 194.2.

PRAYER

Based on the foregoing, Plaintiff asks that Defendants be cited to appear and answer and this Court grant to Plaintiff:

- a. Judgment against Defendants in an amount to be proved at trial;
- b. Injunctive relief pursuant to Texas Labor Code section 21.258;
- c. Pre- and post-judgment interest;
- d. Costs of suit;
- e. Reasonable and necessary attorneys' fees pursuant to Texas Labor Code section;
- and
- f. All other relief, in law and in equity, to which Plaintiff may be justly entitled.

Respectfully submitted,

THE STRONG FIRM, P.C.

/s/ April L. Walter

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ATTORNEYS FOR PLAINTIFF,

RICCO WASHINGTON

For Immediate Release

January 30, 2018

To whom it may concern:

Sumitomo Corporation
Kuniharu Nakamura; President and Chief Executive Officer
Code No: 8053 Tokyo Stock Exchange (TSE), 1st Section
Contact: Kenji Shinmori,
General Manager,
Corporate Communications Dept.
Tel. +81-3-5166-3100

Personnel Changes of Board Members, Executive Officers, Audit & Supervisory Board Members and Corporate Officers and Organizational Changes

Personnel changes of Board Members, Executive Officers, Audit & Supervisory Board Members, Corporate Officers and the others from this April, and the personnel changes to be proposed at the Ordinary General Meeting of Shareholders scheduled for this coming June, have been resolved, at the ordinary meeting of the Board of Directors held today, as attached.

In addition, we also inform the Organizational Changes.

I. Personnel changes of Board Members, Executive Officers and Audit & Supervisory Board Members

- 1) Retirement from Executive Officers (As of March 31) : 4 person
- 2) Newly Appointed Executive Officers (As of April 1) : 5 persons
- 3) Reappointment of Executive Officers (As of April 1) : 39 persons
- 4) Promotion of Executive Officers (As of April 1) : 6 persons
- 5) The Other Personnel Changes of Executive Officers (As of April 1)
- 6) Retirement from Representative Directors (After the Ordinary General Meeting of Shareholders in June) : 2 persons
- 7) Newly Appointed Directors (Proposed at the Ordinary General Meeting of Shareholders in June) : 4 persons
- 8) Reappointment of Directors (Proposed at the Ordinary General Meeting of Shareholders in June) : 6 persons
- 9) Retirement from Audit & Supervisory Board Member (After the Ordinary General Meeting of Shareholders in June) : 1 person
- 10) Newly Appointed Audit & Supervisory Board Member (Proposed at the Ordinary General Meeting of Shareholders in June) : 1 person

II. Personnel changes of Corporate Officers (As of April 1)

- 1) Newly Appointed Corporate Officers : 9 persons
- 2) The Other Personnel Changes of Corporate Officers

III. Personnel changes of the employees along with the above personnel changes(As of April 1)

IV. Organizational Changes(Effective on April 1)

Reference materials :

- I. Executive Officers (As of April 1) : 44 persons
- II. Board Members (After the Ordinary General Meeting of Shareholders in June) : 11 persons
- III. Audit & Supervisory Board Members (After the Ordinary General Meeting of Shareholders in June) : 5 persons

I. Personnel changes of Board Members, Executive Officers and Audit & Supervisory Board Members**1) Retirement from Executive Officers (As of March 31) : 4 persons**

Name	As of April 1	Current
Naoki Hidaka	Representative Director, Assistant to President and CEO	Representative Director, Executive Vice President, General Manager, Transportation & Construction Systems Business Unit
Masao Tabuchi	Representative Director, Assistant to President and CEO, SCSK Corporation	Representative Director, Senior Managing Executive Officer, Chief Strategy Officer and Chief Information Officer
Hiroyuki Takai	Adviser, Assistant General Manager for the Americas, Sumitomo Corporation of Americas Group, Sumitomo Corporation of Americas, General Manager, Washington Office	Executive Officer, Assistant to CSO, Sumitomo Corporation Global Research Co. Ltd.
Toshiaki Murai	Adviser	Executive Officer, General Manager, Mineral Resources Division No.1

2) Newly Appointed Executive Officers (As of April 1) : 5 persons

Name	As of April 1	Current
Kenji Shinmori	Executive Officer, General Manager, Corporate Communications Dept.	Corporate Officer, General Manager, Corporate Communications Dept.
Shinji Nakano	Executive Officer, Assistant General Manager for Asia & Oceania, Sumitomo Corporation Asia & Oceania Group, President and CEO, Sumitomo Corporation Thailand, Ltd., President, Sumi-Thai Holdings Limited, President and CEO, Sumi-Thai International Limited	Corporate Officer, Assistant General Manager for Asia & Oceania, Sumitomo Corporation Asia & Oceania Group, President and CEO, Sumitomo Corporation Thailand, Ltd., President, Sumi-Thai Holdings Limited, President and CEO, Sumi-Thai International Limited
Mitsuhiro Takeda	Executive Officer, Assistant General Manager for the Americas, Executive Vice President and Deputy CFO of Sumitomo Corporation of Americas Group, Executive Vice President and Deputy CFO of Sumitomo Corporation of Americas	Corporate Officer, General Manager, Planning & Coordination Dept., Environment & Infrastructure Business Unit
Shinichi Kato	Executive Officer, General Manager, Automobility Business Division	Corporate Officer, Assistant General Manager for the Americas, General Manager, Auto & Aerospace Group in Sumitomo Corporation of Americas Group, Sumitomo Corporation of Americas, Assistant to General Manager for South America

Name	As of April 1	Current
Hirokazu Higashino	Executive Officer, General Manager, Materials, Supplies & Real Estate Division	Corporate Officer, General Manager, Materials, Supplies & Real Estate Division

3) Reappointment of Executive Officers (As of April 1) : 39 persons

All Executive Officers, except for Kuniharu Nakamura, Naoki Hidaka, Masao Tabuchi, Hiroyuki Takai and Toshiaki Murai, who will retire from Executive Officers on March 31, will be reappointed as Executive Officers.

4) Promotion of Executive Officers (As of April 1) : 6 persons

Name	As of April 1	Current
Fumihiro Koba	Senior Managing Executive Officer, General Manager for East Asia, CEO of Sumitomo Corporation China Group, Sumitomo Corporation (Shanghai) Limited, General Manager, Sumitomo Corporation (China) Holding Ltd.	Managing Executive Officer, General Manager for East Asia, CEO of Sumitomo Corporation China Group, Sumitomo Corporation (Shanghai) Limited, General Manager, Sumitomo Corporation (China) Holding Ltd.
Shingo Ueno	Senior Managing Executive Officer, General Manager for the Americas, President and CEO of Sumitomo Corporation of Americas Group, Director and President of Sumitomo Corporation of Americas	Managing Executive Officer, General Manager for the Americas, President and CEO of Sumitomo Corporation of Americas Group, Director and President of Sumitomo Corporation of Americas
Tsutomu Akimoto	Managing Executive Officer, General Manager, Infrastructure Business Unit	Executive Officer, General Manager, Global Power Infrastructure Business Division, General Manager, IPP & IWPP Dept. No.3
Masato Ishida	Managing Executive Officer, General Manager for Europe, Middle East, Africa & CIS, Chairman of Sumitomo Corporation Europe Holding Limited	Executive Officer, Assistant General Manager for Europe, Middle East, Africa & CIS, General Manager for Middle East
Nobuki Ando	Managing Executive Officer, General Manager, Living Related & Real Estate Business Unit	Executive Officer, Assistant General Manager, Media, ICT, Lifestyle Related Goods & Services Business Unit, General Manager, Planning & Coordination Dept., Media, ICT, Lifestyle Related Goods & Services Business Unit
Hideki Yamano	Managing Executive Officer, Chief Strategy Officer and Chief Information Officer	Executive Officer, General Manager, Corporate Planning & Coordination Dept.

5) The Other Personnel Changes of Executive Officers (As of April 1)

Name	As of April 1	Current
Masato Sugimori	Senior Managing Executive Officer, Assistant to General Manager, Media & ICT Business Unit, Jupiter Telecommunications Co., Ltd.	Senior Managing Executive Officer, Assistant to General Manager, Media, ICT, Lifestyle Related Goods & Services Business Unit, Jupiter Telecommunications Co., Ltd.
Toshikazu Nambu	Senior Managing Executive Officer, General Manager, Media & ICT Business Unit	Senior Managing Executive Officer, General Manager, Media, ICT, Lifestyle Related Goods & Services Business Unit
Kiyoshi Sunobe	Managing Executive Officer, Assistant to CSO, Sumitomo Corporation Global Research Co. Ltd.	Managing Executive Officer, General Manager for Europe, Middle East, Africa & CIS, Chairman of Sumitomo Corporation Europe Holding Limited
Daisuke Mikogami	Managing Executive Officer, Assistant to General Manager, Media & ICT Business Unit, SCSK Corporation	Managing Executive Officer, Assistant to General Manager, Media, ICT, Lifestyle Related Goods & Services Business Unit, SCSK Corporation
Shoichiro Oka	Managing Executive Officer, General Manager, Transportation & Construction Systems Business Unit	Managing Executive Officer, Assistant General Manager, Transportation & Construction Systems Business Unit, General Manager, Automotive Division, No. 2
Takeshi Murata	Executive Officer, Assistant to General Manager, Transportation & Construction Systems Business Unit	Executive Officer, General Manager, Ship, Aerospace & Transportation Systems Division
Keiji Tanaka	Executive Officer, Assistant to General Manager, Media & ICT Business Unit, Jupiter Shop Channel Co., Ltd.	Executive Officer, Assistant to General Manager, Media, ICT, Lifestyle Related Goods & Services Business Unit, Jupiter Shop Channel Co., Ltd.
Takayuki Seishima	Executive Officer, Assistant CAO, Secretary & Human Resources	Executive Officer, Assistant General Manager for the Americas, Executive Vice President and CFO of Sumitomo Corporation of Americas Group, Executive Vice President and CFO of Sumitomo Corporation of Americas
Toyoaki Funakoshi	Executive Officer, General Manager, Planning & Coordination Dept., Infrastructure Business Unit	Executive Officer, General Manager, Social Infrastructure Business Division

Name	As of April 1	Current
Masaki Nakajima	Executive Officer, Assistant General Manager for the Americas, Executive Vice President and CFO of Sumitomo Corporation of Americas Group, Executive Vice President and CFO of Sumitomo Corporation of Americas	Executive Officer, General Manager, Automotive Division, No.1
Keigo Shiomi	Executive Officer, General Manager, Metal Products for Automotive Industry Division, Sumitomo Corporation Global Metals Co., Ltd., Deputy General Manager, Automotive Manufacturing Business Division	Executive Officer, General Manager, Metal Products for Automotive Industry Division, Sumitomo Corporation Global Metals Co., Ltd.
Koji Tamefusa	Executive Officer, Assistant to General Manager, Media & ICT Business Unit, SCSK Corporation	Executive Officer, Assistant to General Manager, Media, ICT, Lifestyle Related Goods & Services Business Unit, SCSK Corporation
Yasushi Fukuda	Executive Officer, General Manager, Logistics Infrastructure Business Division	Executive Officer, General Manager, Logistics & Insurance Business Division
Norihiko Nonaka	Executive Officer, General Manager, Global Power Infrastructure Business Division	Executive Officer, Assistant General Manager for Asia & Oceania, General Manager, Environment & Infrastructure Business Unit in Sumitomo Corporation Asia & Oceania Group, President Director, PT. Sumitomo Indonesia
Masaru Shiomi	Executive Officer, Assistant CFO, Finance	Executive Officer, General Manager, Finance Dept.
Bin Haga	Executive Officer, General Manager, Corporate Planning & Coordination Dept.	Executive Officer, Assistant General Manager for Europe, Middle East, Africa & CIS, General Manager for Europe, CEO of Sumitomo Corporation Europe Group, Managing Director, Sumitomo Corporation Europe Holding Limited, Chairman and Managing Director, Sumitomo Corporation Europe Limited

6) Retirement from Representative Directors (After the Ordinary General Meeting of Shareholders in June)
: 2 persons

Name	New	As of April 1
Naoki Hidaka	Special Adviser	Representative Director, Assistant to President and CEO
Masao Tabuchi	Retirement (will be Representative Director, Chairman of SCSK Corporation in June)	Representative Director, Assistant to President and CEO, SCSK Corporation

7) Newly Appointed Directors (Proposed at the Ordinary General Meeting of Shareholders in June) : 4 persons

Name	New	As of April 1
Masahiro Fujita	Representative Director, Executive Vice President, General Manager, Mineral Resources, Energy, Chemical & Electronics Business Unit	Executive Vice President, General Manager, Mineral Resources, Energy, Chemical & Electronics Business Unit
Hideki Yamano	Representative Director, Managing Executive Officer, Chief Strategy Officer and Chief Information Officer	Managing Executive Officer, Chief Strategy Officer and Chief Information Officer
Kimie Iwata	Outside Director	
Hisashi Yamazaki	Outside Director	

8) Reappointment of Directors (Proposed at the Ordinary General Meeting of Shareholders in June)
: 6 persons

All Directors, except for Kazuo Ohmori, Naoki Hidaka and Masao Tabuchi, who will retire from Directors, will be proposed to be reappointed as Directors. All Directors (proposed at the Ordinary General Meeting of Shareholders in June), except for Kuniharu Nakamura, Yayoi Tanaka, Nobuyoshi Ehara, Koji Ishida, Kimie Iwata, Hisashi Yamazaki will be proposed to be appointed as Representative Director.

9) Retirement from Audit & Supervisory Board Member (After the Ordinary General Meeting of Shareholders in June) : 1 person
Nobuhiko Yuki

10) Newly Appointed Audit & Supervisory Board Member (Proposed at the Ordinary General Meeting of Shareholders in June) : 1 person
Toshiaki Murai

II. Personnel changes of Corporate Officers (As of April 1)**1) Newly Appointed Corporate Officers : 9 persons**

Name	As of April 1	Current
Kei Kato	Corporate Officer, Assistant to General Manager, ICT Business Division, SCSK Corporation	General Manager, Business Development Group in Sumitomo Corporation of Americas Group, Sumitomo Corporation of Americas, Assistant General Manager for the Americas
Yoshikatsu Nakamura	Corporate Officer, General Manager, Food & Agriculture Business Division	Assistant General Manager, Food & Agriculture Business Division, General Manager, Fresh Produce Business (Europe and the Americas) Dept.
Ryota Yoshimura	Corporate Officer, Deputy General Manager, Global Coordination Dept.	Deputy General Manager, Global Coordination Dept.
Satoshi Tokuda	Corporate Officer, Deputy General Manager, Corporate Planning & Coordination Dept.	Deputy General Manager, Corporate Planning & Coordination Dept.
Hiroki Takeno	Corporate Officer, Assistant to General Manager, Lifestyle & Retail Business Division, SUMMIT,INC.	Assistant to General Manager, Retail Business Dept., SUMMIT,INC.
Hiroshi Karashima	Corporate Officer, General Manager, Social Infrastructure Business Division	General Manager, Transportation & Construction Systems Business Unit in Sumitomo Corporation Asia & Oceania Group, General Director, Sumitomo Corporation Vietnam LLC
Yukihito Honda	Corporate Officer, Assistant General Manager for the Americas, General Manager, Tubular Products Group in Sumitomo Corporation of Americas Group, Sumitomo Corporation of Americas, General Manager, Houston Office, Assistant to General Manager for South America	General Manager, Tubular Products Group in Sumitomo Corporation of Americas Group, Sumitomo Corporation of Americas, General Manager, Houston Office, Assistant to General Manager for South America
Kotaro Tameda	Corporate Officer, General Manager, Life Science Division	General Manager, Chemicals and Electronics Group in Sumitomo Corporation of Americas Group, Sumitomo Corporation of Americas, Assistant to General Manager for South America
Tadayuki Ueno	Corporate Officer, General Manager, Risk Management Dept. No.2	General Manager, Risk Management Dept. No.2

2) The Other Personnel Changes of Corporate Officers

Name	As of April 1	Current
Hiroshi Tomishima	Corporate Officer, Assistant to General Manager, Living Related & Real Estate Business Unit	Corporate Officer, General Manager for South America, President of Sumitomo Corporation do Brasil S.A.
Michinobu Yugen	Corporate Officer, Assistant to General Manager, Food & Agriculture Business Division, Chiba Kyodo Silo Co., Ltd.	Corporate Officer, General Manager, Life Science Division
Katsuya Okihiro	Corporate Officer, Assistant to General Manager, Logistics Infrastructure Business Division, Sumisho Global Logistics Co., Ltd.	Corporate Officer, Assistant General Manager for Japan Region, General Manager, Chubu Office
Makoto Yamaguchi	Corporate Officer, Assistant to General Manager, Lease, Shipbuilding & Aerospace Business Division, Oshima Shipbuilding Co., Ltd.	Corporate Officer, Assistant to General Manager, Ship, Aerospace & Transportation Systems Division, Oshima Shipbuilding Co., Ltd.
Kazuyuki Onose	Corporate Officer, General Manager, Automotive Manufacturing Business Division	Corporate Officer, Deputy General Manager, Metal Products for Automotive Industry Division, Deputy General Manager, Light Metals & Metal Products for Transportation Division, General Manager, Automotive Components Business Development Dept., Sumitomo Corporation Global Metals Co., Ltd.
Takaya Endo	Corporate Officer, Assistant to General Manager, Automobility Business Division, Sumitomo Mitsui Auto Service Company, Limited	Corporate Officer, Assistant to General Manager, Automotive Division, No.1, Sumitomo Mitsui Auto Service Company, Limited
Tetsuro Tajima	Corporate Officer, Assistant General Manager, Food & Agriculture Business Division, SC Foods Co., Ltd.	Corporate Officer, Assistant to General Manager, Food & Agriculture Business Division, SC Foods Co., Ltd.
Kyo Onojima	Corporate Officer, General Manager, Mineral Resources Division No.1	Corporate Officer, Assistant General Manager for the Americas, General Manager, Mineral Resources Group in Sumitomo Corporation of Americas Group, Sumitomo Corporation of Americas, Assistant to General Manager for South America

Name	As of April 1	Current
Haruo Matsuzaki	Corporate Officer, Assistant General Manager for the Americas, General Manager for South America, President of Sumitomo Corporation do Brasil S.A.	Corporate Officer, Deputy General Manager, Mineral Resources Division No.1
Shiko Furihata	Corporate Officer, General Manager, Employee Relations & Compensation Dept.	Corporate Officer, General Manager, Human Resources Dept.
Yoshiaki Benino	Corporate Officer, Assistant to General Manager, Mobile Business Division, KDDI Summit Global Myanmar Co., Ltd., Media, ICT, Lifestyle Related Goods & Services Business Unit in Sumitomo Corporation Asia & Oceania Group	Corporate Officer, Assistant to General Manager, ICT Business Division, KDDI Summit Global Myanmar Co., Ltd., Media, ICT, Lifestyle Related Goods & Services Business Unit in Sumitomo Corporation Asia & Oceania Group
Daisuke Ohashi	Corporate Officer, Assistant to General Manager, Lease, Shipbuilding & Aerospace Business Division, Sumitomo Mitsui Finance and Leasing Company, Limited	Corporate Officer, Assistant to General Manager, Ship, Aerospace & Transportation Systems Division, Sumitomo Mitsui Finance and Leasing Company, Limited
Kanji Tojo	Corporate Officer, Assistant General Manager for Asia & Oceania, Sumitomo Corporation Asia & Oceania Group, President Director, PT. Sumitomo Indonesia	Corporate Officer, General Manager, Construction & Mining Systems Division
Katsuya Inubushi	Corporate Officer, Assistant General Manager for Japan Region, General Manager, Chubu Office	Corporate Officer, Assistant General Manager for the Americas, General Manager, Steel & Non-Ferrous Metal Group in Sumitomo Corporation of Americas Group, Sumitomo Corporation of Americas, General Manager, Chicago Office
Yoshinori Mukaida	Corporate Officer, General Manager, Finance Dept.	Corporate Officer, General Manager, Treasury Services Dept., Sumitomo Shoji Financial Management Co.,Ltd.
Masayoshi Tominaga	Corporate Officer, Assistant to General Manager, Automobility Business Division, Sumitomo Mitsui Finance and Leasing Co., Ltd.	Corporate Officer, Assistant to General Manager, Automotive Division, No.1, Sumitomo Mitsui Finance and Leasing Co., Ltd.

Name	As of April 1	Current
Eiji Ishida	Corporate Officer, General Manager, Lease, Shipbuilding & Aerospace Business Division	Corporate Officer, Deputy General Manager, Ship, Aerospace & Transportation Systems Division
Tsutomu Ozaki	Corporate Officer, Assistant General Manager for Middle East, COO of Sumitomo Corporation Middle East Group, Managing Director, Sumitomo Corporation Middle East FZE	Corporate Officer, Assistant General Manager for Middle East, Managing Director, Sumitomo Corporation Middle East FZE
Takashi Yamana	Corporate Officer, Assistant General Manager for Europe, Middle East, Africa & CIS, General Manager for Europe, CEO of Sumitomo Corporation Europe Group, Managing Director, Sumitomo Corporation Europe Holding Limited, Chairman and Managing Director, Sumitomo Corporation Europe Limited	Corporate Officer, General Manager, Food & Agriculture Business Division
Hiroyuki Koike	Corporate Officer, General Manager, Planning & Coordination Dept., Media & ICT Business Unit	Corporate Officer, General Manager, ICT Business Division
Tomonori Wada	Corporate Officer, General Manager, Planning & Coordination Dept., Living Related & Real Estate Business Unit	Corporate Officer, Assistant General Manager for the Americas, General Manager, Media & Real Estate Group in Sumitomo Corporation of Americas Group, Sumitomo Corporation of Americas, General Manager, Silicon Valley Office
Masahiro Miyashita	Corporate Officer, General Manager, Mobile Business Division	Corporate Officer, General Manager, Mobile Solution Business Dept. No.2
Masahiro Narikiyo	Corporate Officer, Assistant General Manager for Europe, Middle East, Africa & CIS, General Manager for Middle East, CEO of Sumitomo Corporation Middle East Group	Corporate Officer, Assistant General Manager for Asia & Oceania, Sumitomo Corporation Asia & Oceania Group, Chairman & Managing Director, Sumitomo Corporation India Private Limited
Koji Aso	Corporate Officer, General Manager, Construction & Mining Systems Division	Corporate Officer, Deputy General Manager, Construction & Mining Systems Division, General Manager, Construction Equipment Sales & Marketing Dept. No.2

Name	As of April 1	Current
Yoshihiko Hori	Corporate Officer, Deputy General Manager, Energy Division, General Manager, Natural Gas & LNG Business Dept.	Corporate Officer, Deputy General Manager, Energy Division, General Manager, Energy Trading Dept.
Kazumasa Watanabe	Corporate Officer, General Manager, ICT Business Division	Corporate Officer, Deputy General Manager, ICT Business Division, General Manager, IT Service Business Dept., General Manager, Open Innovation Dept.
Gota Iwanami	Corporate Officer, General Manager, Automotive Sales & Marketing Business Division	Corporate Officer, Deputy General Manager, Automotive Division, No. 2

III. Personnel changes of the employees along with the above personnel changes (As of April 1)

Name	As of April 1	Current
Shin Donowaki	Assistant to CSO, Sumitomo Corporation Global Research Co. Ltd.	Sumitomo Corporation of Americas Group, Sumitomo Corporation of Americas, General Manager, Washington Office
Shinichi Watabe	General Manager, Human Resources Dept.	General Manager, Employee Relations & Compensation Dept.
Masahiro Ozamoto	General Manager, Treasury Services Dept., Sumitomo Shoji Financial Management Co.,Ltd.	Assistant to General Manager, Finance Dept., SCSK Corporation
Daisuke Mori	General Manager, Automotive Steel Sheet Products Business Dept. 1, Sumitomo Corporation Global Metals Co., Ltd.	China Metal Products Business Unit in Sumitomo Corporation China Group, TIANJIN HUA ZHU METAL PRODUCTS CO., LTD.
Yuichi Ogawa	General Manager, Railway Products, Forging & Casting, Steel Logistics Equipment Business Dept.	General Manager, Rolled Steel & Non- Ferrous Products Unit in Sumitomo Corporation Europe Group, Sumitomo Deutschland GmbH
Daisuke Kajikawa	General Manager, Automotive Components Business Development Dept.,	Deputy General Manager, Automotive Components Business Development Dept., Deputy General Manager, Automotive Steel Sheet Products Business Dept. 1, Sumitomo Corporation Global Metals Co., Ltd.

Name	As of April 1	Current
Hironori Amano	General Manager, Construction Equipment Sales & Marketing Dept. No.2	General Manager, Construction Equipment Rental Business Dept.
Ichiro Murofushi	General Manager, Construction Equipment Rental Business Dept.	Assistant to General Manager, Construction Equipment Sales & Marketing Dept. No.1, Assistant to General Manager, Construction Equipment Rental Business Dept.
Eita Fujikawa	General Manager, Transportation Systems & Infrastructure Business Dept.	Assistant to General Manager, Transportation Systems & Infrastructure Business Dept.
Eisuke Takenaka	General Manager, IPP & IWPP Dept. No.3	Chief Representative of Jakarta Project Coordination Office
Hajime Kobayashi	General Manager, Power Plant EPC Dept. No.2	Assistant to General Manager, IPP & IWPP Dept. No.2, Cenpower Generation Company Limited, Sumitomo Corporation Africa Pty Ltd
Shunichi Aramaki	General Manager, Digital Solution Business Dept., General Manager, Open Innovation Dept.	Assistant to General Manager, IT Service Business Dept., SCSK Corporation
Katsuya Kashiki	General Manager, Mobile Solution Business Dept. No.2	Deputy General Manager, Mobile Solution Business Dept. No.2
Wataru Tanaka	General Manager, Fresh Produce Business (Europe and the Americas) Dept.	Assistant to General Manager, Food & Agriculture Business Development Dept.
Yukinari Shiraishi	Assistant General Manager, Materials, Supplies & Real Estate Division, General Manager, Retail Facilities Dept.	Assistant General Manager, Materials, Supplies & Real Estate Division General Manager, Building & Overseas Real Estate Business Dept.
Manabu Hamamoto	General Manager, Building Business Dept.	Deputy General Manager, Building & Overseas Real Estate Business Dept.
Tetsuya Suzuki	General Manager, Project Management Dept. for Mining & E&P	Assistant to General Manager, Energy Trading Dept., Petro Summit Pte. Ltd., Mineral Resources, Energy, Chemical & Electronics Business Unit in Sumitomo Corporation Asia & Oceania Group
Shu Nakamura	General Manager, Oil, LPG & Offshore Business Dept.	Assistant to General Manager, Energy Trading Dept., Enessance Holdings Co., Ltd.

Name	As of April 1	Current
Koichi Taniguchi	General Manager, Power Infrastructure Business Unit in Sumitomo Corporation Asia & Oceania Group Sumitomo Corporation Thailand, Ltd., Sumi-Thai International Limited	General Manager, Power Plant EPC Dept. No.2
Hidemasa Kozawa	General Manager, Social, Logistics & Transportation Infrastructure Business Unit in Sumitomo Corporation Asia & Oceania Group, General Director, Sumitomo Corporation Vietnam LLC	General Manager, Transportation Systems & Infrastructure Business Dept.
Masaki Morohoshi	Sumitomo Corporation Asia & Oceania Group, Chairman & Managing Director, Sumitomo Corporation India Private Limited	General Manager, Automotive Steel Sheet Products Business Dept.1, Sumitomo Corporation Global Metals Co., Ltd.
Eko Permanahadi	Chief Representative of Jakarta Project Coordination Office	—
Yoji Takahashi	General Manager, Rolled Steel & Non-Ferrous Products Unit in Sumitomo Corporation Europe Group, Sumitomo Deutschland GmbH	Deputy General Manager, Light Metals & Products Business Dept., Sumitomo Corporation Global Metals Co., Ltd.
Jun Okawara	General Manager, Business Development Group in Sumitomo Corporation of Americas Group, Sumitomo Corporation of Americas, Assistant to General Manager for South America	Business Development Group in Sumitomo Corporation of Americas Group, Sumitomo Corporation of Americas
Kazuaki Tsuda	General Manager, Steel & Non-Ferrous Metal Group in Sumitomo Corporation of Americas Group, Sumitomo Corporation of Americas, General Manager, Chicago Office, Assistant to General Manager for South America	General Manager, Railway Products, Forging & Casting, Steel Logistics Equipment Business Dept., Sumitomo Corporation Global Metals Co., Ltd.
Shinichiro Wakasugi	General Manager, Automotive Group in Sumitomo Corporation of Americas Group, Sumitomo Corporation of Americas, Assistant to General Manager for South America	Sumitomo Corporation Dis Ticaret A.S., Business Development Unit in Sumitomo Corporation Europe Group
Takuya Tsujigaki	General Manager, Chemicals and Electronics Group in Sumitomo Corporation of Americas Group, Sumitomo Corporation of Americas, Assistant to General Manager for South America	Assistant to General Manager, Corporate Planning & Coordination Dept.

Name	As of April 1	Current
Takeshi Niki	General Manager, Media & ICT Business Group in Sumitomo Corporation of Americas Group, Sumitomo Corporation of Americas, General Manager, Silicon Valley Office, Assistant to General Manager for South America	General Manager, Retail Facilities Dept.
Hiroaki Murata	General Manager, Materials, Supplies & Real Estate Group in Sumitomo Corporation of Americas Group, Sumitomo Corporation of Americas, Assistant to General Manager for South America	Media & Real Estate Group in Sumitomo Corporation of Americas Group, Sumitomo Corporation of Americas
Ko Akiyama	General Manager, Mineral Resources Group in Sumitomo Corporation of Americas Group, Sumitomo Corporation of Americas, Assistant to General Manager for South America	General Manager, Project Management Dept. for Mining & E&P

IV. Organizational Changes (Effective on April 1)**1) Automotive Manufacturing Business**

Automotive Manufacturing Business Division will be newly established under the co-control of Metal Products Business Unit and Transportation & Construction Systems Business Unit. Related organizations and business operations in the company will be consolidated into the new division. Metal Products Business Unit's business primarily involves materials, while Transportation & Construction Systems Business Unit undertakes business by taking a panoramic perspective of the entire supply chain in the automotive industry. By adopting a co-control system for the new division, the two business units will merge their strategies and place further business resources to compete in the diversifying automotive manufacturing field.

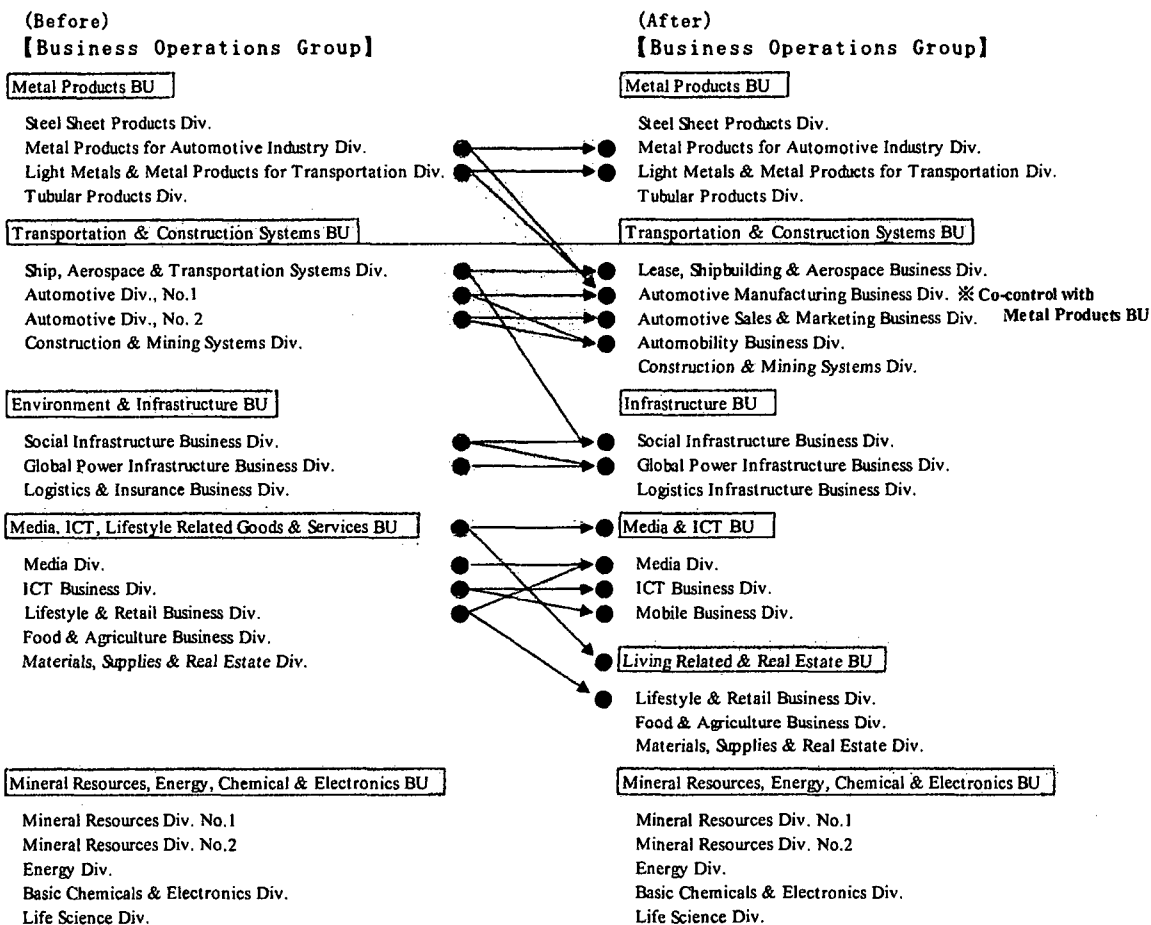
2) Social Infrastructure Business

With the aim of achieving further business growth in the area of social infrastructure, where markets are expected to continue expanding, we are consolidating our company-wide capabilities by transferring related organizations and business operations from Transportation & Construction Systems Business Unit to Environment & Infrastructure Business Unit. Concurrently, Environment & Infrastructure Business Unit will be renamed Infrastructure Business Unit.

3) Media, ICT, Lifestyle Related Goods & Services Business

To enhance the company's agility to capture business opportunities around technological evolutions, changes in industry structures, and consumer diversification, we will divide Media, ICT, Lifestyle Related Goods & Services Business Unit into Media & ICT Business Unit and Living Related & Real Estate Business Unit. Media & ICT Business Unit will work to strengthen Group-wide cross-organizational ICT functions and accelerate digital transformation throughout the entire Sumitomo Corporation Group.

Living Related & Real Estate Business Unit will reinforce the framework for undertaking healthcare and overseas real estate businesses and strive to further expand the earnings base for the living related & real estate business.



< Reference materials >

I. Executive Officers (As of April 1) : 44 persons

<◎: Representative Director>

<○: Proposed to be appointed as a Representative Director at the Ordinary General Meeting of Shareholders scheduled for this coming June>

Position	Name	Assignment	
President and Chief Executive Officer	Masayuki Hyodo		○
Executive Vice President	Hideki Iwasawa	Chief Administration Officer and Chief Compliance Officer	◎
	Masahiro Fujita	General Manager, Mineral Resources, Energy, Chemical & Electronics Business Unit	○
Senior Managing Executive Officer	Koichi Takahata	Chief Financial Officer	◎
	Masao Sekiuchi	General Manager for Asia & Oceania, CEO of Sumitomo Corporation Asia & Oceania Group, President and CEO, Sumitomo Corporation Asia & Oceania Pte. Ltd.	
	Masato Sugimori	Assistant to General Manager, Media & ICT Business Unit, Jupiter Telecommunications Co., Ltd.	
	Akira Satake	Assistant to General Manager, Transportation & Construction Systems Business Unit, Sumitomo Precision Products CO.,LTD.	
	Makoto Horie	General Manager, Metal Products Business Unit	
	Toshikazu Nambu	General Manager, Media & ICT Business Unit	
	Fumihiko Koba	General Manager for East Asia, CEO of Sumitomo Corporation China Group, Sumitomo Corporation (Shanghai) Limited, General Manager, Sumitomo Corporation (China) Holding Ltd.	
	Shingo Ueno	General Manager for the Americas, President and CEO of Sumitomo Corporation of Americas Group, Director and President of Sumitomo Corporation of Americas	
Managing Executive Officer	Hiroki Inoue	General Manager for Japan Region, General Manager, Kansai Office	
	Kiyoshi Sunobe	Assistant to CSO, Sumitomo Corporation Global Research Co. Ltd.	
	Michihiko Hosono	Assistant CAO, General Affairs & Legal	
	Hideo Ogawa	Assistant CFO, Risk Management	
	Daisuke Mikogami	Assistant to General Manager, Media & ICT Business Unit, SCSK Corporation	

Position	Name	Assignment	
Managing Executive Officer	Shoichiro Oka	General Manager, Transportation & Construction Systems Business Unit	
	Tsutomu Akimoto	General Manager, Infrastructure Business Unit	
	Masato Ishida	General Manager for Europe, Middle East, Africa & CIS, Chairman of Sumitomo Corporation Europe Holding Limited	
	Nobuki Ando	General Manager, Living Related & Real Estate Business Unit	
	Hideki Yamano	Chief Strategy Officer and Chief Information Officer	○
Executive Officer	Shuichi Suzuki	General Manager, Energy Division	
	Tsuyoshi Oikawa	General Manager, Planning & Coordination Dept., Mineral Resources, Energy, Chemical & Electronics Business Unit	
	Takeshi Murata	Assistant to General Manager, Transportation & Construction Systems Business Unit	
	Keiji Tanaka	Assistant to General Manager, Media & ICT Business Unit, Jupiter Shop Channel Co., Ltd.	
	Reiji Morooka	Assistant to General Manager, Transportation & Construction Systems Business Unit, Sumitomo Mitsui Finance and Leasing Company, Limited	
	Takayuki Seishima	Assistant CAO, Secretary & Human Resources	
	Toyoaki Funakoshi	General Manager, Planning & Coordination Dept., Infrastructure Business Unit	
	Masaki Nakajima	Assistant General Manager for the Americas, Executive Vice President and CFO of Sumitomo Corporation of Americas Group, Executive Vice President and CFO of Sumitomo Corporation of Americas	
	Keigo Shiomi	General Manager, Metal Products for Automotive Industry Division, Sumitomo Corporation Global Metals Co., Ltd., Deputy General Manager, Automotive Manufacturing Business Division	
	Masatoshi Deguchi	General Manager, Internal Auditing Dept.	
	Koji Tamefusa	Assistant to General Manager, Media & ICT Business Unit, SCSK Corporation	

Position	Name	Assignment
Executive Officer	Yasushi Fukuda	General Manager, Logistics Infrastructure Business Division
	Yoshiyuki Sakamoto	General Manager, Basic Chemicals & Electronics Division
	Kei Sato	General Manager, Lifestyle & Retail Business Division
	Norihiko Nonaka	General Manager, Global Power Infrastructure Business Division
	Masaru Shiomi	Assistant CFO, Finance
	Iehisa Nakamura	General Manager, Media Division
	Bin Haga	General Manager, Corporate Planning & Coordination Dept.
	Kenji Shinmori	General Manager, Corporate Communications Dept.
	Shinji Nakano	Assistant General Manager for Asia & Oceania, Sumitomo Corporation Asia & Oceania Group, President and CEO, Sumitomo Corporation Thailand, Ltd., President, Sumi-Thai Holdings Limited, President and CEO, Sumi-Thai International Limited
	Mitsuhiro Takeda	Assistant General Manager for the Americas, Executive Vice President and Deputy CFO of Sumitomo Corporation of Americas Group, Executive Vice President and Deputy CFO of Sumitomo Corporation of Americas
	Shinichi Kato	General Manager, Automobility Business Division
	Hirokazu Higashino	General Manager, Materials, Supplies & Real Estate Division

II. Board Members (After the Ordinary General Meeting of Shareholders in June) : 11 persons

	Name
Chairman	Kuniharu Nakamura
Representative Director	Masayuki Hyodo
Representative Director	Hideki Iwasawa
Representative Director	Masahiro Fujita
Representative Director	Koichi Takahata
Representative Director	Hideki Yamano
Outside Director	Yayoi Tanaka
Outside Director	Nobuyoshi Ehara
Outside Director	Koji Ishida
Outside Director	Kimie Iwata
Outside Director	Hisashi Yamazaki

III. Audit & Supervisory Board Members (After the Ordinary General Meeting of Shareholders in June)
: 5 persons

	Name
Senior Audit & Supervisory Board Member	Takuro Kawahara
Audit & Supervisory Board Member	Toshiaki Murai
Outside Audit & Supervisory Board Member	Haruo Kasama
Outside Audit & Supervisory Board Member	Toshio Nagai
Outside Audit & Supervisory Board Member	Yoshitaka Kato

February 22, 2008
Sumitomo Corporation

To whom it may concern,

Re : Personnel Changes in Board Members, Executive Officers and Corporate Officers

The personnel changes in Board Members, Executive Officers, Corporate Officers and the others from this April, and the personnel changes to be proposed at the Ordinary General Meeting of Shareholders scheduled for this coming June, have been resolved, at the ordinary meeting of the Board of Directors held today, as attached.

I. The personnel changes in Board Members and Executive Officers

- 1) Retirement from Executive Officers (As of March 31) : 5 persons
- 2) Newly Appointed Executive Officers (As of April 1) : 3 persons
- 3) Reappointment of Executive Officers(As of April 1) : 33 persons
- 4) Promotion in Executive Officers (As of April 1) : 5 persons
- 5) The Other Personnel Changes of Executive Officers (As of April 1)
- 6) Newly Appointed Directors (Proposed at the Ordinary General Meeting of Shareholders in June) : 3 persons
- 7) Retirement from Directors (After the Ordinary General Meeting of Shareholders in June)
: 3 persons
- 8) Reappointment of Directors (Proposed at the Ordinary General Meeting of Shareholders in June) : 9 persons

II. The personnel changes in Corporate Officers

- 1) Newly Appointed Corporate Officers (As of April 1) : 13 persons
- 2) The Other Personnel Changes of Corporate Officers (As of April 1)

III. The personnel changes of the employees along with the above personnel changes in Board Members, Executive Officers and Corporate Officers (As of April 1)

IV. Organizational Change(As of April 1)

Reference materials :

- I. Executive Officers(As of April 1) : 36 persons
- II. Board Members(After the Ordinary General Meeting of Shareholders in June) : 12 persons

(Contact : Mitsuru Iba, General Manager,
Corporate Communications Department,03-5166-3089)

I. The personnel changes in Board Members and Executive Officers**1) Retirement from Executive Officers (As of March 31)**

Name	As of April 1	Current
Kenzo Okubo	Representative Director, Assistant to President and CEO	Representative Director, Executive Vice President, General Manager, Metal Products Business Unit
Shingo Yoshii	Representative Director, Assistant to President and CEO	Representative Director, Managing Executive Officer, General Manager, Media, Network & Lifestyle Retail Business Unit
Yoshihiko Shimazu	Adviser, General Manager for CIS, Assistant General Manager for Europe, General Manager, Moscow Office	Managing Executive Officer, General Manager for CIS, Assistant General Manager for Europe, General Manager, Moscow Office
Yoshiyuki Matsuoka	Representative Director, Assistant to President and CEO	Representative Director, Executive Officer, General Manager, Chemical & Electronics Business Unit
Mitsuhiko Yamada	Adviser, Assistant General Manager, Mineral Resources & Energy Business Unit	Executive Officer, General Manager, Mineral Resources Division No.1

2) Newly Appointed Executive Officers (As of April 1)

Name	As of April 1	Current
Hiroyuki Inohara	Executive Officer, Assistant General Manager, Financial Resources Management Group, General Manager, Finance Dept.	Corporate Officer, Assistant General Manager, Financial Resources Management Group, Sumitomo Mitsui Finance And Leasing Company, Limited
Masaru Nakamura	Executive Officer, General Manager, Tubular Products Division	Corporate Officer, General Manager, Tubular Products Division
Kohei Hirao	Executive Officer, General Manager, Power & Social Infrastructure Business Division	Corporate Officer, General Manager, Power & Social Infrastructure Business Division

3) Reappointment of Executive Officers(As of April 1)

All Executive Officers, except for the 5 persons who will retire from Executive Officers on March 31, will be reappointed Executive Officers.

4) Promotion in Executive Officers (As of April 1)

Name	As of April 1	Current
Shunichi Arai	Senior Managing Executive Officer, General Manager, Metal Products Business Unit	Managing Executive Officer, Assistant General Manager, Metal Products Business Unit, General Manager, Planning & Administration Dept., Metal Products Business Unit
Nobuo Kitagawa	Senior Managing Executive Officer, General Manager for China, CEO of Sumitomo Corporation China Group, General Manager, Beijing Office, President of Sumitomo Corporation (China) Holding Ltd., President of Sumitomo Corporation (China) Limited	Managing Executive Officer, General Manager for China, CEO of Sumitomo Corporation China Group, General Manager, Beijing Office, President of Sumitomo Corporation (China) Holding Ltd., President of Sumitomo Corporation (China) Limited
Shinichi Sasaki	Managing Executive Officer, General Manager for Europe, CEO of Sumitomo Corporation Europe Group, Director & President of Sumitomo Corporation Europe Holding Limited, Chairman, Director & President of Sumitomo Corporation Europe Limited	Executive Officer, Deputy General Manager for China, General Manager, Sumitomo Corporation China Group CEO Office, General Manager, China Metal Products Business Unit, in Sumitomo Corporation China Group, President of Sumitomo Corporation (Shanghai) Limited
Takuro Kawahara	Managing Executive Officer, General Manager, Human Resources, General Affairs & Legal Group	Executive Officer, Responsible for Internal Auditing Dept., Assistant General Manager, Corporate Planning & Coordination Office <in charge of Legal Affairs >
Yoshio Osawa	Managing Executive Officer, General Manager, Media, Network & Lifestyle Retail Business Unit	Executive Officer, General Manager, Media Division

5) The Other Personnel Changes of Executive Officers (As of April 1)

Name	As of April 1	Current
Noriaki Shimazaki	Representative Director, Executive Vice President, Responsible for Human Resources, General Affairs & Legal Group, Responsible for Financial Resources Management Group	Representative Director, Executive Vice President, Responsible for Human Resources Development & Information Management Group, Responsible for Financial Resources Management Group

Name	As of April 1	Current
Nobuhide Nakaido	Representative Director, Executive Vice President, Responsible for Corporate Planning & Coordination Group (※)	Representative Director, Executive Vice President, General Manager, Corporate Planning & Coordination Office
Shuichi Mori	Senior Managing Executive Officer, General Manager, Chemical & Electronics Business Unit	Senior Managing Executive Officer, General Manager for Europe, CEO of Sumitomo Corporation Europe Group, Director & President of Sumitomo Corporation Europe Holding Limited, Chairman, Director & President of Sumitomo Corporation Europe Limited
Ichiro Miura	Managing Executive Officer, Responsible for Internal Auditing Dept., Senior Assistant to Executive Vice President, Responsible for Corporate Planning & Coordination Group	Managing Executive Officer, General Manager, Human Resources Development & Information Management Group
Kuniharu Nakamura	Managing Executive Officer, General Manager, Corporate Planning & Coordination Group	Managing Executive Officer, General Manager, Corporate Planning & Coordination Dept.
Kazuhiro Takeuchi	Executive Officer, General Manager, Corporate Planning & Coordination Dept.	Executive Officer, General Manager, Financial Service Division
Makoto Nakamura	Executive Officer, General Manager, Planning & Administration Dept., Media, Network & Lifestyle Retail Business Unit	Executive Officer, Assistant General Manager, Financial Resources Management Group, General Manager, Finance Dept.

(※) Corporate Planning & Coordination Group includes, Corporate Planning & Coordination Dept., Secretarial Dept., Investor Relations Dept., Corporate Communications Dept., Environment & CSR Dept.(current:Global Environment Dept.), Global Strategy & Research Dept. and Information Technologies Planning & Promotion Dept.

6) Newly Appointed Directors (Proposed at the Ordinary General Meeting of Shareholders in June)

Name	New	As of April 1
Shuichi Mori	Representative Director, Senior Managing Executive Officer, General Manager, Chemical & Electronics Business Unit	Senior Managing Executive Officer, General Manager, Chemical & Electronics Business Unit
Shunichi Arai	Representative Director, Senior Managing Executive Officer, General Manager, Metal Products Business Unit	Senior Managing Executive Officer, General Manager, Metal Products Business Unit

Name	New	As of April 1
Yoshio Osawa	Representative Director, Managing Executive Officer, General Manager, Media, Network & Lifestyle Retail Business Unit	Managing Executive Officer, General Manager, Media, Network & Lifestyle Retail Business Unit

7) Retirement from Directors (after the Ordinary General Meeting of Shareholders in June)

Name	New	As of April 1
Kenzo Okubo	Special Adviser	Representative Director, Assistant to President and CEO
Shingo Yoshii	Adviser	Representative Director, Assistant to President and CEO
Yoshiyuki Matsuoka	Adviser	Representative Director, Assistant to President and CEO

8) Reappointment of Directors (Proposed at the Ordinary General Meeting of Shareholders in June)

All Directors, except for the 3 persons who will retire from Director, will be proposed to be appointed as Representative Directors.

II. The personnel changes in Corporate Officers

1) Newly Appointed Corporate Officers (As of April 1)

Name	As of April 1	Current
Ryo Ogawa	Corporate Officer, Assistant to General Manager, Mineral Resources Division No.1, Chairman of Nusa Tenggara Mining Corporation, P.T. Newmont Nusa Tenggara	Assistant to General Manager, Mineral Resources Project Dept. Chairman of Nusa Tenggara Mining Corporation, P.T. Newmont Nusa Tenggara
Kensaku Kato	Corporate Officer, President of Sumitomo Corporation de Mexico S.A. de C.V., General Manager, Monterrey Office, Assistant General Manager for the Americas	President of Sumitomo Corporation de Mexico S.A. de C.V., General Manager, Monterrey Office, Assistant General Manager for the Americas

Name	As of April 1	Current
Mikio Yamauchi	Corporate Officer, Assistant General Manager for China, General Manager, China Infrastructure & Transportation Systems Business Unit in Sumitomo Corporation China Group, President of Sumitomo Corporation (Hong Kong) Limited	General Manager, China Infrastructure & Transportation Systems Business Unit in Sumitomo Corporation China Group, President of Sumitomo Corporation (Hong Kong) Limited
Yoshiharu Takano	Corporate Officer, General Manager, Internal Auditing Dept.	General Manager, Risk Analysis & Assessment Dept.
Takehiko Arai	Corporate Officer, Assistant to General Manager, Telecommunication, Environment & Industrial Infrastructure Business Division, President of Sumitomo Shoji Machinex Co., Ltd.	Assistant to General Manager, Industrial Infrastructure Business Dept. President of Sumitomo Shoji Machinex Co., Ltd.
Manabu Yamane	Corporate Officer, General Manager, Basic Chemicals Division	Deputy General Manager, Basic & Performance Chemicals Division, General Manager, Industrial Performance Materials Dept.
Hisakazu Suzuki	Corporate Officer, General Manager, Corporate Legal & General Affairs Dept.	General Manager, Corporate Legal & General Affairs Dept.
Kimio Fukushima	Corporate Officer, Assistant General Manager for China, General Manager, Sumitomo Corporation China Group CEO Office, President of Sumitomo Corporation (Shanghai) Limited	President of Sumitomo Corporation Thailand Ltd., President of Sumi-Thai International Limited
Yoshifumi Yamawaki	Corporate Officer, President of Sumitomo Corporation Korea Ltd.	General Manager, Plate & Project Dept., Sumisho Tekko Hanbai Co., Ltd.
Tsuneaki Maeda	Corporate Officer, Deputy General Manager, Iron & Steel Division, No.2 General Manager, Steel Sheet & Strip Dept., Sumisho Steel Corporation	General Manager, Steel Sheet & Strip Dept., Sumisho Steel Corporation
Masao Tabuchi	Corporate Officer, Deputy General Manager, Ship, Aerospace & Transportation Systems Division	General Manager, Transportation Project & Equipment Dept.

Name	As of April 1	Current
Hirohiko Imura	Corporate Officer, General Manager, Planning & Administration Dept., Infrastructure Business Unit	General Manager, Risk Management Group in Sumitomo Corporation of America, Assistant to General Manager for the Americas
Kiyoshi Sunobe	Corporate Officer, General Manager, Planning & Administration Dept., Financial & Logistics Business Unit	General Manager, Planning & Administration Dept., Financial & Logistics Business Unit

2) The Other Personnel Changes in Corporate Officers (as of April 1)

Name	As of April 1	Current
Yoshito Horiuchi	Corporate Officer, Assistant to General Manager, Chemical & Electronics Business Unit	Corporate Officer, General Manager, Basic & Performance Chemicals Division
Kazuyuki Inoue	Corporate Officer, General Manager, Electronics Business Division	Corporate Officer, General Manager, Electronics Division
Masao Tetsuya	Corporate Officer, General Manager, Logistics & Insurance Business Division	Corporate Officer, Assistant General Manager for Southeast & Southwest Asia, President of Sumitomo Corporation (Singapore) Pte. Ltd.
Jiro Miyata	Corporate Officer, Deputy General Manager, Mineral Resources Division No.1	< As of March 1 > Corporate Officer, General Manager for South America, President of Sumitomo Corporation do Brasil S.A., General Manager, Porto Alegre Office, General Manager, Recife Office, President of Sumitomo Corporation del Peru S.A., President of Sumitomo Corporation Argentina S.A.
Masatoshi Hayashi	Corporate Officer, General Manager, Media Division	Corporate Officer, General Manager, Planning & Administration Dept., Media, Network & Lifestyle Retail Business Unit

Name	As of April 1	Current
Shinya Matsuzawa	Corporate Officer, Assistant General Manager for Southeast & Southwest Asia, President of Sumitomo Corporation (Singapore) Pte. Ltd.	Corporate Officer, Assistant to General Manager, Chemical & Electronics Business Unit, Sumitomo Shoji Chemicals Co., Ltd.
Akira Takeuchi	Corporate Officer, General Manager, Mineral Resources Division No.1	Corporate Officer, Deputy General Manager, Mineral Resources Division No.1
Hideki Iwasawa	Corporate Officer, Assistant General Manager, Financial Resources Management Group, General Manager, Corporate Risk Management Dept.	Corporate Officer, General Manager, Corporate Risk Management Dept.
Tetsuo Oshima	Corporate Officer, Assistant to General Manager, Logistics & Insurance Business Division, Sumisho Global Logistics Co., Ltd.	Corporate Officer, General Manager, Logistics & Insurance Business Division
Masahiro Nakanishi	Corporate Officer, General Manager, Iron & Steel Division, No.3, Sumisho Steel Corporation	Corporate Officer, Deputy General Manager, Metal Products for Automotive Industries Division, General Manager, Metal Products for Automotive Industries Business Planning Dept., Sumisho Steel Corporation
Masao Sekiuchi	Corporate Officer, General Manager, Planning & Administration Dept., Metal Products Business Unit	Corporate Officer, Deputy General Manager, Iron & Steel Division, No.3, General Manager, Stainless Steel Products Dept., Sumisho Steel Corporation
Masato Sugimori	Corporate Officer, General Manager, Risk Management Group in Sumitomo Corporation of America, Assistant General Manager for the Americas	Corporate Officer, General Manager, Planning & Administration Dept., Infrastructure Business Unit
Hiroyuki Takai	Corporate Officer, General Manager, Financial Service Division	Corporate Officer, Deputy General Manager, Financial Service Division, General Manager, Asset Management Dept.

III. The personnel changes of the employees along with the above personnel changes in Board Members, Executive Officers, and Corporate Officers (As of April 1)

Name	As of April 1	Current
Ryoji Nagao	NIL	President of Sumitomo Corporation Korea Ltd.
Hiroshi Funazaki	Assistant to General Manager, Lifestyle & Retail Business Division, Sumitex International Company Limited	General Manager, Internal Auditing Dept.
Hiroshi Fukukita	Assistant to General Manager, Iron & Steel Division, No.3, Ishihara Kohtetsu Co., Ltd.	General Manager, Iron & Steel Division, No.3, Sumisho Steel Corporation
Takeshi Saraoka	General Manager, Risk Analysis & Assessment Dept.	Assistant to General Manager, Corporate Risk Management Dept.
Hajime Fukui	General Manager, Plate & Project Dept., Sumisho Tekko Hanbai Co., Ltd.	Assistant to General Manager, Railway Products, Forging & Casting Dept., Huizhou Sumikin Forging Co., Ltd.
Noboru Saka	General Manager, International Steel Sheet & Slab Business Dept., General Manager, Electrical Steel Sheet & Tin Mill Products Dept., Sumisho Steel Corporation	General Manager, International Steel Sheet & Slab Business Dept.
Fumihiko Tairaku	General Manager, Stainless Steel Products Dept., Sumisho Steel Corporation	Assistant to General Manager, Construction Steel Products Dept., Tokyo, Sumisho Tekko Hanbai Co., Ltd.
Shigenobu Yoshida	General Manager, Line Pipe Business Dept.	Assistant to General Manager, Tubular Products Division
Kiyotaka Kawasaki	General Manager, Steel Sheet Products for Automotive Industries Dept., Sumisho Steel Corporation	General Manager, Electrical Steel Sheet & Tin Mill Products Dept.
Makoto Horie	General Manager, Metal Products for Automotive Industries Business Planning Dept., Sumisho Steel Corporation	Assistant General Manager, Metal Products for Automotive Industries Division, Deputy General Manager, Metal Products for Automotive Industries Business Planning Dept., Sumisho Steel Corporation
Katsuji Nakagawa	General Manager, Transportation Project & Equipment Dept.	Assistant to General Manager, Transportation Project & Equipment Dept.

Name	As of April 1	Current
Rei Ito	General Manager, Industrial Performance Materials Dept.	China Chemical & Electronics Business Unit in Sumitomo Corporation China Group, President of Sumitomo Corporation (Guangzhou) Ltd., General Manager, Chengdu Office
Manabu Kido	General Manager, Asset Management Dept.	Deputy General Manager, Commodity Business Dept.
Yoshihiro Koda	General Manager, China Metal Products Business Unit in Sumitomo Corporation China Group, Sumitomo Corporation (Shanghai) Limited.	General Manager, Steel Sheet Products & Non-Ferrous Products for Automotive Industries Dept., Sumisho Steel Corporation
Yasukiyo Matsuzawa	China Chemical & Electronics Business Unit in Sumitomo Corporation China Group, President of Sumitomo Corporation (Guangzhou) Ltd., General Manager, Chengdu Office	Assistant to General Manager, Basic & Performance Chemicals Division
Tomohisa Ito	General Manager for South America, President of Sumitomo Corporation do Brasil S.A., General Manager, Porto Alegre Office, General Manager, Recife Office, President of Sumitomo Corporation del Peru S.A., President of Sumitomo Corporation Argentina S.A.	General Manager, Line Pipe Business Dept.

IV. Organizational Change (As of April 1)**(Current)**

Corporate Group

Corporate Planning & Coordination Office

Corporate Planning & Coordination Dept.

Legal Dept.

Secretarial Dept.

Investor Relations Dept.

Corporate Communications Dept.

Global Environment Dept.

Human Resources Development & Information
Management Group

Human Resources Dept.

Corporate Legal & General Affairs Dept.

Global Strategy & Research Dept.

Information Technologies Planning &
Promotion Dept.

Metal Products Business Unit

Metal Products for Automotive Industries
DivisionSteel Sheet Products & Non-Ferrous
Products for Automotive Industries Dept.

Chemical & Electronics Business Unit

Basic & Performance Chemicals Division

Electronics Division

(As of April 1)

Corporate Group

Corporate Planning & Coordination Group

Corporate Planning & Coordination Dept.

Secretarial Dept.

Investor Relations Dept.

Corporate Communications Dept.

Environment & CSR Dept.

Global Strategy & Research Dept.

Information Technologies Planning &
Promotion Dept.Human Resources, General Affairs &
Legal Group

Human Resources Dept.

Corporate Legal & General Affairs Dept.

Legal Dept.

Metal Products Business Unit

Metal Products for Automotive Industries
DivisionSteel Sheet Products for Automotive
Industries Dept.

Chemical & Electronics Business Unit

Basic Chemicals Division

Electronics Business Division

< Reference materials >

I. Executive Officers (As of April 1)

< ○ : Representative Director >

< ● : Proposed to be appointed as a Representative Director
at the Ordinary General Meeting of Shareholders scheduled
for this coming June >

Position	Name		
President and CEO	Susumu Kato		○
Executive Vice President	Noriaki Shimazaki	Responsible for Human Resources, General Affairs & Legal Group, Responsible for Financial Resources Management Group	○
	Nobuhide Nakaido	Responsible for Corporate Planning & Coordination Group	○
Senior Managing Executive Officer	Michio Ogimura	General Manager for Southeast & Southwest Asia	
	Michihisa Shinagawa	General Manager for the Americas, Director & President of Sumitomo Corporation of America	
	Iwao Okamoto	General Manager, Mineral Resources & Energy Business Unit	○
	Makoto Shibahara	General Manager, Financial & Logistics Business Unit	○
	Shuichi Mori	General Manager, Chemical & Electronics Business Unit	●
	Kazuo Ohmori	General Manager, Transportation & Construction Systems Business Unit	○
	Shunichi Arai	General Manager, Metal Products Business Unit	●

Position	Name		
Senior Managing Executive Officer	Nobuo Kitagawa	General Manager for China, CEO of Sumitomo Corporation China Group, General Manager, Beijing Office, President of Sumitomo Corporation (China) Holding Ltd., President of Sumitomo Corporation (China) Limited.	
Managing Executive Officer	Yoshi Morimoto	General Manager, Kansai Regional Business Unit	
	Kentaro Ishimoto	Assistant General Manager, General Products & Real Estate Business Unit, General Manager, Food Business Division	
	Kenji Kajiwara	General Manager, Chubu Regional Business Unit	
	Makoto Sato	Assistant General Manager, Transportation & Construction Systems Business Unit, General Manager, Automotive Division No.1	
	Toyosaku Hamada	General Manager, Financial Resources Management Group	
	Takahiro Moriyama	General Manager, Infrastructure Business Unit	○
	Ichiro Miura	Responsible for Internal Auditing Dept., Senior Assistant to Executive Vice President, Responsible for Corporate Planning & Coordination Group	
	Takashi Kano	General Manager, General Products & Real Estate Business Unit	○
	Kuniharu Nakamura	General Manager, Corporate Planning & Coordination Group	

Position	Name		
Managing Executive Officer	Shinichi Sasaki	General Manager for Europe, CEO of Sumitomo Corporation Europe Group, Director & President of Sumitomo Corporation Europe Holding Limited, Chairman, Director & President of Sumitomo Corporation Europe Limited	
	Takuro Kawahara	General Manager, Human Resources, General Affairs & Legal Group	
	Yoshio Osawa	General Manager, Media, Network & Lifestyle Retail Business Unit	●
Executive Officer	Kazuhisa Togashi	General Manager, Iron & Steel Division, No.2, President of Sumisho Steel Corporation	
	Kazuhiro Takeuchi	General Manager, Corporate Planning & Coordination Dept.	
	Shinichi Ishida	General Manager, Construction & Mining Systems Division	
	Takafumi Sone	General Manager, Telecommunication, Environment & Industrial Infrastructure Business Division	
	Makoto Nakamura	General Manager, Planning & Administration Dept., Media, Network & Lifestyle Retail Business Unit	
	Naoki Hidaka	General Manager, Metal Products for Automotive Industries Division, Sumisho Steel Corporation	
	Shigeru Ohashi	General Manager, Lifestyle & Retail Business Division	

Position	Name		
Executive Officer	Yasuo Kumagai	General Manager, Materials & Supplies Division	
	Masayuki Doi	Assistant General Manager for Southeast & Southwest Asia, President of PT. Sumitomo Indonesia, General Manager, Surabaya Office, Executive Supervisor, Jakarta Project Coordination Office	
	Toru Furihata	General Manager, Mineral Resources Division No.2	
	Hiroyuki Inohara	Assistant General Manager, Financial Resources Management Group, General Manager, Finance Dept.	
	Masaru Nakamura	General Manager, Tubular Products Division	
	Kohei Hirao	General Manager, Power & Social Infrastructure Business Division	

II. Board Members(After the Ordinary General Meeting of Shareholders in June)

	Name
Representative Director, Chairman of the Board of Directors	Motoyuki Oka
Representative Director, President & CEO	Susumu Kato
Representative Director, Executive Vice President	Noriaki Shimazaki
Representative Director, Executive Vice President	Nobuhide Nakaido
Representative Director, Senior Managing Executive Officer	Iwao Okamoto
Representative Director, Senior Managing Executive Officer	Makoto Shibahara
Representative Director, Senior Managing Executive Officer	Shuichi Mori
Representative Director, Senior Managing Executive Officer	Kazuo Ohmori
Representative Director, Senior Managing Executive Officer	Shunichi Arai

	Name
Representative Director, Managing Executive Officer	Takahiro Moriyama
Representative Director, Managing Executive Officer	Takashi Kano
Representative Director, Managing Executive Officer	Yoshio Osawa

Exhibit 2

From: Matt Clark
Sent: Friday, April 5, 2019 8:00 AM
To: Chang Lee <CLee@pacificsummitenergy.com>
Cc: Ricco Washington <RWashington@pacificsummitenergy.com>
Subject: FW: Re: Ricco's bonus calculation

Chang,

Can we do an updated bonus sheet like we do for everyone with Ricco's new numbers and send it to him. Please copy me as well and TY!!

Matt

Matthew M. Clark
President
Pacific Summit Energy LLC
A Subsidiary of Sumitomo Corporations of Americas
24 Waterway Avenue, Suite 725, The Woodlands, TX 77380
Office: 281-681-7838 Fax: 281-681-7860 Cell: 646-468-6572
www.pacificsummitenergy.com



From: Chang Lee
Sent: Friday, March 29, 2019 3:57 PM
To: Management
Cc: Tomoe Iwatera
Subject: RE: Re: Ricco's bonus calculation

Including Tomoe in the email.

From: Chang Lee
Sent: Friday, March 29, 2019 1:54 PM
To: Management <Management@pacificsummitenergy.com>
Subject: Re: Ricco's bonus calculation
Importance: High

Sr. Management,

I spoke with Ricco on his bonus calculation and found out that we need to revise the bonus calculation.

When I calculated Ricco's team bonus, I prorated his salary (50%) then multiplied by 75%. However, I've used full year west budget to calculate his factor.

If we are prorating his salary, we should also prorate the budget. If we were to use full budget, we should also use the full salary X 75%.

Also Ricco was also agreed that Permian half year production is fair if we do half year prorated budget.

West half / Perm full					
	PL	Cash Bonus			
FY 17 Carryforward	\$ 145,537	\$ 4,851	BG shared book	YTD	
RW's Production	\$ 1,145,215	\$ 38,174	Lume Shape	\$ (5,025,702)	
			Lume Options	\$ 11,503,100	
West 2nd Half	\$ (2,057,760)		Mgmt ISO1	\$ 65,359,562	
BG Shared book full year	\$ 35,645,110		Fin Book-SK	\$ (546,741)	
Total West	\$ 33,587,350	\$ 708,483	Total	\$ 71,290,219	
			50% BG	\$ 35,645,110	

Revised

West half / Perm half					
	PL	Cash Bonus			
FY 17 Carryforward	\$ 145,537	\$ 4,851	BG shared book	2nd Half	
RW's Production	\$ 1,145,215	\$ 38,174	Lume Shape	(\$2,393,251)	
			Lume Options	\$10,852,814	
West 2nd Half	\$ (2,057,760)		Mgmt ISO1	\$58,673,889	
BG Shared book full year	\$ 33,293,356		Fin Book-SK	(\$546,741)	
Total West	\$ 31,235,596	\$ 1,317,752	Total	\$ 66,586,711	
			50% BG	\$ 33,293,356	

Cash Bonus difference \$ 609,269

Ricco Washington

From: Chang Lee
Sent: Friday, March 29, 2019 1:46 PM
To: Ricco Washington
Subject: RE: West Production
Attachments: PSE - MTD as of 9/28/2018; PSE - MTD as of 3/15/2019; PSE - Internal PL as of 9/28/2018; FY18 WEST.xlsx

Ricco,

I was told that your West team production has to be calculated 2nd half of the year.
However, you take the whole year performance on Permian performance from Bart.

Please review the spread sheet and let me know.

Thanks,
Chang

Ricco Washington

From: Chang Lee
 Sent: Friday, March 29, 2019 3:45 PM
 To: Ricco Washington; Matt Clark
 Subject: Re: Revised calculation

Ricco,

Your salary was prorated (50%) for full Permian and half year west production.

West half / Perm full				
	PL	Cash Bonus		YTD
FY 17 Carryforward	\$ 145,537.48	\$ 4,851	BG shared book	
RW's Prodcuton	\$ 1,145,215.00	\$ 38,174	Lume Shape	\$ (5,025,702.00)
			Lume Options	\$ 11,503,100.00
West 2nd Half	\$ (2,057,760.00)		Mgmt ISO1	\$ 65,359,562.00
BG Shared book full year	\$ 35,645,109.50		Fin Book-SK	\$ (546,741.00)
Total West	\$ 33,587,349.50	\$ 708,483	Total	\$ 71,290,219.00
			50% BG	\$ 35,645,109.50

If we do half year salary prorated(50%) and half Permian and half year west production by half year budget.

West half / Perm half				
	PL			2nd Half
FY 17 Carryforward	\$ 145,537.48	\$ 4,851	BG shared book	
RW's Prodcuton	\$ 1,145,215.00	\$ 38,174	Lume Shape	(\$2,93,251)
			Lume Options	\$10,852,814
West 2nd Half	\$ (2,057,760.00)		Mgmt ISO1	\$58,673,889
BG Shared book full year	\$ 33,293,355.50		Fin Book-SK	(\$546,741)
Total West	\$ 31,235,595.50	\$ 1,317,752	Total	\$ 66,586,711.00
			50% BG	\$ 33,293,355.50

Ricco Washington

From: Matt Clark
Sent: Friday, April 05, 2019 10:00 AM
To: Chang Lee
Cc: Ricco Washington
Subject: FW: Re: Ricco's bonus calculation
Attachments: FY18 WEST.xlsx

Chang,

Can we do an updated bonus sheet like we do for everyone with Ricco's new numbers and send it to him. Please copy me as well and TY!!

Matt

Matthew M. Clark

President

Pacific Summit Energy LLC

A Subsidiary of Sumitomo Corporations of Americas

24 Waterway Avenue, Suite 725, The Woodlands, TX 77380

Office: 281-681-7838 Fax: 281-681-7860 Cell: 646-468-6572

www.pacificsummitenergy.com



From: Chang Lee
Sent: Friday, March 29, 2019 3:57 PM
To: Management
Cc: Tomoe Iwatera
Subject: RE: Re: Ricco's bonus calculation

Including Tomoe in the email.

From: Chang Lee
Sent: Friday, March 29, 2019 1:54 PM
To: Management <Management@pacificsummitenergy.com>

Subject: Re: Ricco's bonus calculation

Importance: High

Sr. Management,

I spoke with Ricco on his bonus calculation and found out that we need to revise the bonus calculation.

When I calculated Ricco's team bonus, I prorated his salary (50%) then multiplied by 75%. However, I've used full year west budget to calculate his factor.

If we are prorating his salary, we should also prorate the budget. If we were to use full budget, we should also use the full salary X 75%.

Also Ricco was also agreed that Permian half year production is fair if we do half year prorated budget.

West half / Perm full

	PL	Cash Bonus		YTD
FY 17 Carryforward	\$ 145,537	\$ 4,851	BG shared book	
RW's Production	\$ 1,145,215	\$ 38,174	Lume Shape	\$ (5,025,702)
			Lume Options	\$ 11,503,100
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BG Shared book full year	\$ 35,645,110		Fin Book-SK	\$ (546,741)
Total West	\$ 33,587,350	\$ 708,483	Total	\$ 71,290,219
			50% BG	\$ 35,645,110

Revised**West half / Perm half**

	PL	Cash Bonus		2nd Half
FY 17 Carryforward	\$ 145,537	\$ 4,851	BG shared book	
RW's Production	\$ 1,145,215	\$ 38,174	Lume Shape	(\$2,393,251)
			Lume Options	\$10,852,814
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BG Shared book full year	\$ 33,293,356		Fin Book-SK	(\$546,741)
Total West	\$ 31,235,596	\$ 1,317,752	Total	\$ 66,586,711
			50% BG	\$ 33,293,356

Cash Bonus difference \$ 609,269

Ricco Washington

	YTD	Current Salary	\$ 225,000
East Orig RW	\$ -	FY 19 Proposed	
West Orig RW	\$ 1,145,215	FY 18 Budget	\$ 1,687,500

Factor	0.7649
--------	--------

FY 17 Carry Forward	\$ 145,537
Total PL	\$ 1,290,752

WEST 2nd Half	\$ (2,057,760)	West Budget	\$ 2,000,000
Permian	\$ 33,293,356	Factor	15.6178
WEST Total	\$ 31,235,596		

Proposed Bonus	$(\$225000 * 25%) * 0.76489 = \1360776.7	\$ 43,025
West Production Bonus	$(\$225000 * 75%) * 8.3968 = \$708,483$	\$ 1,317,752

Net Cash Award	\$ 1,360,777
-----------------------	---------------------

Ricco Washington

From: Chang Lee
Sent: Friday, April 05, 2019 10:53 AM
To: Matt Clark
Cc: Ricco Washington
Subject: RE: Re: Ricco's bonus calculation
Attachments: RW FY18.xlsx

Attached per your request.

From: Matt Clark
Sent: Friday, April 5, 2019 8:00 AM
To: Chang Lee <CLee@pacificsummitenergy.com>
Cc: Ricco Washington <RWashington@pacificsummitenergy.com>
Subject: FW: Re: Ricco's bonus calculation

Chang,

Can we do an updated bonus sheet like we do for everyone with Ricco's new numbers and send it to him. Please copy me as well and TY!!

Matt

Matthew M. Clark

President

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From: Chang Lee
Sent: Friday, March 29, 2019 3:57 PM
To: Management

Cc: Tomoe Iwatera
Subject: RE: Re: Ricco's bonus calculation

Including Tomoe in the email.

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To: Management <Management@pacificsummitenergy.com>
Subject: Re: Ricco's bonus calculation
Importance: High

Sr. Management,

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			50% BG	\$ 33,293,356	

Cash Bonus difference \$ 609,269

Name	Hire Date	Current Title	Company Token \$	Token %	Target Bonus/Com mission	Pool
Ricco Washington	5/7/07	VP of West Desk	\$ 79,000	35.11%	\$ 1,360,777	

Total Bonus Payout	Salary Increase \$ FY18 to FY19	New Salary FY19	Revised Salary increase %
\$ 1,439,777	\$ -	\$ 225,000	0.00%

Ricco Washington

From: Matt Clark
Sent: Friday, April 05, 2019 12:22 PM
To: Chang Lee
Cc: Ricco Washington
Subject: RE: Re: Ricco's bonus calculation

Got it!!! Ricco, you see?

Matthew M. Clark

President

Pacific Summit Energy LLC

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24 Waterway Avenue, Suite 725, The Woodlands, TX 77380

Office: 281-681-7838 Fax: 281-681-7860 Cell: 646-468-6572

www.pacificsummitenergy.com



From: Chang Lee
Sent: Friday, April 05, 2019 12:14 PM
To: Matt Clark
Cc: Ricco Washington
Subject: RE: Re: Ricco's bonus calculation

It's added in there in the second tab. First tab is just for production bonus calculation.

From: Matt Clark
Sent: Friday, April 5, 2019 10:13 AM
To: Chang Lee <CLee@pacificsummitenergy.com>
Cc: Ricco Washington <RWashington@pacificsummitenergy.com>
Subject: RE: Re: Ricco's bonus calculation

Add the 79k token money please.

Matthew M. Clark

President

Pacific Summit Energy LLC

A Subsidiary of Sumitomo Corporations of Americas

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Office: 281-681-7838 Fax: 281-681-7860 Cell: 646-468-6572

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Subject: RE: Re: Ricco's bonus calculation

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Subject: FW: Re: Ricco's bonus calculation

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Matthew M. Clark

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To: Management <Management@pacificsummitenergy.com>
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When I calculated Ricco's team bonus, I prorated his salary (50%) then multiplied by 75%. However, I've used full year west budget to calculate his factor.

If we are prorating his salary, we should also prorate the budget. If we were to use full budget, we should also use the full salary X 75%.

Also Ricco was also agreed that Permian half year production is fair if we do half year prorated budget.

West half / Perm full

	PL	Cash Bonus		YTD
FY 17 Carryforward	\$ 145,537	\$ 4,851	BG shared book	
RW's Production	\$ 1,145,215	\$ 38,174	Lume Shape	\$ (5,025,702)
			Lume Options	\$ 11,503,100
West 2nd Half	\$ (2,057,760)		Mgmt ISO1	\$ 65,359,562
BG Shared book full year	\$ 35,645,110		Fin Book-SK	\$ (546,741)
Total West	\$ 33,587,350	\$ 708,483	Total	\$ 71,290,219
			50% BG	\$ 35,645,110

Revised**West half / Perm half**

	PL	Cash Bonus		2nd Half
FY 17 Carryforward	\$ 145,537	\$ 4,851	BG shared book	
RW's Production	\$ 1,145,215	\$ 38,174	Lume Shape	(\$2,393,251)
			Lume Options	\$10,852,814
West 2nd Half	\$ (2,057,760)		Mgmt ISO1	\$58,673,889
BG Shared book full year	\$ 33,293,356		Fin Book-SK	(5546,741)
Total West	\$ 31,235,596	\$ 1,317,752	Total	\$ 66,586,711
			50% BG	\$ 33,293,356

Cash Bonus difference \$ 609,269

Ricco Washington

From: Chang Lee
Sent: Friday, April 05, 2019 12:22 PM
To: Matt Clark
Cc: Ricco Washington
Subject: RE: Re: Ricco's bonus calculation
Attachments: RW FY18.xlsx

Please use this version if you need all in one spread sheet.

From: Matt Clark
Sent: Friday, April 5, 2019 10:13 AM
To: Chang Lee <CLee@pacificsummitenergy.com>
Cc: Ricco Washington <RWashington@pacificsummitenergy.com>
Subject: RE: Re: Ricco's bonus calculation

Add the 79k token money please.

Matthew M. Clark
President
Pacific Summit Energy LLC
A Subsidiary of Sumitomo Corporations of Americas
24 Waterway Avenue, Suite 725, The Woodlands, TX 77380
Office: 281-681-7838 Fax: 281-681-7860 Cell: 646-468-6572
www.pacificsummitenergy.com



From: Chang Lee
Sent: Friday, April 05, 2019 10:53 AM
To: Matt Clark
Cc: Ricco Washington
Subject: RE: Re: Ricco's bonus calculation

Attached per your request.

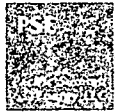
From: Matt Clark
Sent: Friday, April 5, 2019 8:00 AM
To: Chang Lee <CLee@pacificsummitenergy.com>
Cc: Ricco Washington <RWashington@pacificsummitenergy.com>
Subject: FW: Re: Ricco's bonus calculation

Chang,

Can we do an updated bonus sheet like we do for everyone with Ricco's new numbers and send it to him. Please copy me as well and TY!!

Matt

Matthew M. Clark
President
Pacific Summit Energy LLC
A Subsidiary of Sumitomo Corporations of Americas
24 Waterway Avenue, Suite 725, The Woodlands, TX 77380
Office: 281-681-7838 Fax: 281-681-7860 Cell: 646-468-6572
www.pacificsummitenergy.com



From: Chang Lee
Sent: Friday, March 29, 2019 3:57 PM
To: Management
Cc: Tomoe Iwatera
Subject: RE: Re: Ricco's bonus calculation

Including Tomoe in the email.

From: Chang Lee
Sent: Friday, March 29, 2019 1:54 PM
To: Management <Management@pacificsummitenergy.com>
Subject: Re: Ricco's bonus calculation
Importance: High

Sr. Management,

I spoke with Ricco on his bonus calculation and found out that we need to revise the bonus calculation.

When I calculated Ricco's team bonus, I prorated his salary (50%) then multiplied by 75%. However, I've used full year west budget to calculate his factor.

If we are prorating his salary, we should also prorate the budget. If we were to use full budget, we should also use the full salary X 75%.

Also Ricco was also agreed that Permian half year production is fair if we do half year prorated budget.

West half / Perm full

	PL	Cash Bonus		YTD
FY 17 Carryforward	\$ 145,537	\$ 4,851	BG shared book	
RW's Production	\$ 1,145,215	\$ 38,174	Lume Shape	\$ (5,025,702)
			Lume Options	\$ 11,503,100
West 2nd Half	\$ (2,057,760)		Mgmt ISO1	\$ 65,359,562
BG Shared book full year	\$ 35,645,110		Fin Book-SK	\$ (546,741)
Total West	\$ 33,587,350	\$ 708,483	Total	\$ 71,290,219
			50% BG	\$ 35,645,110

Revised**West half / Perm half**

	PL	Cash Bonus		2nd Half
FY 17 Carryforward	\$ 145,537	\$ 4,851	BG shared book	
RW's Production	\$ 1,145,215	\$ 38,174	Lume Shape	(52,393,251)
			Lume Options	\$10,852,814
West 2nd Half	\$ (2,057,760)		Mgmt ISO1	\$58,673,889
BG Shared book full year	\$ 33,293,356		Fin Book-SK	(546,741)
Total West	\$ 31,235,596	\$ 1,317,752	Total	\$ 66,586,711
			50% BG	\$ 33,293,356

Cash Bonus difference \$ 609,269

I'll send you full year and half year versions
as well

thanks chang

I think there was a mistake in your formula

Let me confirm with you

For team award

$(\text{WEST production/budget}) \times \text{your salary} / 2 \times 75\%$

ok...no problem

Or $(\text{WEST production/budget}) \times \text{your salary} \times 75\%$

First one was 50% of your salary then
multinlv hv 75%

75 percent of team production

25 percent of my production

let me call you

 Sure


 Sent

 You should have it

 I talked to Kawato and Matt

thanks

 Sorry for the trouble

 Kawato agreed to full salary or half year
wear budget

Delivered



Yes they are

To: Ricco, Mari

Details



Re: Revised calculation

Today at 13:45

Ricco,

Your salary was prorated (50%) for full Permian and half year west production.

West half / Perm full				
	PL	Cash Bonus		
FY 17 Carryforward	\$ 145,537.48	\$ 4,851	BG shared book	YTD
RW's Production	\$ 1,145,215.00	\$ 38,174	Lume Shape	\$ (5,073,762.00)
			Lume Options	\$ 11,503,100.00
West 2nd Half	\$ (2,057,760.00)		Mgmt ISO1	\$ 65,359,562.00
BG Shared book full year	\$ 35,645,109.50		Fin Book-SK	\$ (546,741.00)
Total West	\$ 33,537,349.50	\$ 708,483	Total	\$ 71,250,219.00
			50% BG	\$ 35,645,109.50

If we do half year salary prorated(50%) and half Permian and half year west production by half year budget.

West half / Perm half				
	PL			
FY 17 Carryforward	\$ 145,537.48	\$ 4,851	BG shared book	2nd Half
RW's Production	\$ 1,145,215.00	\$ 38,174	Lume Shape	\$ (5,073,762.00)
			Lume Options	\$ 10,352,814
West 2nd Half	\$ (2,057,760.00)		Mgmt ISO1	\$ 58,673,589
BG Shared book full year	\$ 33,293,355.50		Fin Book-SK	\$ (546,741.00)
Total West	\$ 31,235,595.50	\$ 1,317,752	Total	\$ 66,586,711.00
			50% BG	\$ 33,293,355.50



708k vs 1.3m

Exhibit 4

Ricco Washington

From: Tomoe Iwatera
Sent: Friday, August 30, 2019 11:47 AM
To: Ricco Washington
Subject: RE: RE: Human Resource Matter

Ricco,

Are you referring to meetings concerning your employment/compensation? Or are you referring to any meetings with presence of yourself and Jiro regardless of what to be discussed?

From: Ricco Washington
Sent: Friday, August 30, 2019 6:01 AM
To: Tomoe Iwatera <TIwatera@pacificsummitenergy.com>
Subject: RE: Human Resource Matter
Importance: High

Good Morning Human Resources,

I hereby request going forward that a third party be present in any meeting involving myself and Jiro Miyazaki (one on one situation).

Please confirm receipt of this email. Thanks.

Best Regards,

Ricco Washington
Vice President – Trading and Origination
West and Mexico Region
Pacific Summit Energy LLC
A Subsidiary of Sumitomo Corporation of Americas
24 Waterway Avenue, Suite 725
The Woodlands, TX 77380
Ofc: 281-681-7809
Cell: 949-554-9062
Fax: 281-681-7860

Exhibit 5

Ricco Washington

From: Tomoe Iwatera
Sent: Thursday, September 05, 2019 12:20 PM
To: Ricco Washington
Cc: Manabu Kido; Yoichi Kawato; Jikja Chung
Subject: Follow up
Attachments: Ricco Letter Signed (9-5-19).pdf
Importance: High

Ricco,

I know last week you had a conversation with Jiro about your bonus overpayment. I wanted to give you a little more information. Please share this with your lawyer if you like. We look forward to working this out in good faith.

Thank you.

Tomoe Iwatera
Director of Human Resources & General Affairs
Pacific Summit Energy LLC
A Subsidiary of Sumitomo Corporation of Americas
Phone: 949-777-3211
Email: Tiwatera@pacificsummitenergy.com



September 5, 2019

Ricco Washington
2 Grand Vista
The Woodlands, TX 77380

Re: Pacific Summit Energy LLC - Bonus Payment

Dear Mr. Washington:

As you know, on April 12, 2019, Pacific Summit Energy LLC ("PSE") paid you a bonus in the amount of \$1,360,777 related to your 2018 fiscal year performance. We recently discovered that the calculation of this bonus was incorrect and that you were inadvertently overpaid by \$625,699.

PSE's 2018 fiscal year was April 1, 2018 to March 31, 2019. On October 1, 2018, the mid-point of the 2018 fiscal year, you were promoted to Vice President of the West Trading Desk. With this promotion, you received a raise from \$185,000 to \$225,000 in annual salary and new bonus structure. The prior bonus structure applied only to your individual performance and did not include a ratio. The new bonus structure, effective as of the date of your promotion, that should have mirrored that of a former VP of the West Trading Desk, except that the ratio between Desk and Individual performances were 75%/25% instead of 50%/50%, is as follows:

Ricco Washington (25% Individual and 75% Desk Performance)

Individual Performance: Base Salary x **50%** x Factor (based on individual production / target) x **25%**

Desk Performance: Base Salary x **50%** x Factor (based on desk production / budget) x **75%**

Thus, your 2018 fiscal year bonus should have been calculated based on 6 months of work under your prior bonus structure (April 1, 2018 – September 30, 2018) and 6 months of work under your new bonus structure (October 1, 2018 – March 31, 2019). We originally used the West Desk budget of \$4M that was supposed to be for the whole fiscal year in the calculation, but we made a correction and used the half-year budget of \$2M instead, when you pointed out on March 29, 2019 that the half-year budget amount should have been used to calculate the factor against the actual gross margin that was realized during the second half year between October 1, 2018 –

March 31, 2019. At the same time, PSE should have used \$112,500 (your total base salary for the period of October 1, 2018 – March 31, 2019, or the 6 months for which your new bonus structure applied) when calculating your bonus for the second half year, however, it mistakenly used the total base salary of \$225,000. This error resulted in an overpayment to you of \$658,876.

Additionally, we discovered that the bonus for your individual performance in the first half as well as the second half of the 2018 fiscal year was also miscalculated. This miscalculation resulted in an underpayment to you of \$33,177.

The proper calculation for your 2018 fiscal year bonus is as follows:


Ricco Washington	
Individual Performance:	
Period	Apr '18 - Sep '18 (1st half year)
Salary	\$185,000
Individual Target	\$1,387,500
a) 1st half year salary x 50% x Factor (Half year production / Half year target)	
=> \$92,500 x <u>50%</u> x (\$1,093,787 / \$693,750) x <u>0%</u>	
	\$72,919
Period	Oct '18 - Mar '18 (2nd half year)
Salary	\$225,000
Individual Target	\$1,687,500
b) 2nd half year salary x 50% x Factor (Half year production / Half year target) x Ratio	
=> \$112,500 x <u>50%</u> x (\$196,965 / \$843,750) x <u>25%</u>	
	\$3,283
Desk Performance:	
Salary	\$225,000
Annual Desk Budget	\$4,000,000
c) 2nd half year salary x 50% x Factor (Half year desk production / Half year desk budget) x Ratio	
=> \$112,500 x <u>50%</u> x (\$31,235,596 / \$2,000,000) x <u>75%</u>	
	\$658,876
Total (a + b + c)	
	\$735,078

Thus, you were entitled to a total bonus of \$735,078 for the 2018 fiscal year, but were inadvertently paid \$1,368,777 due to PSE's miscalculation. As a result, PSE now requests reimbursement of the net overpayment to you of \$625,699.

We are happy to speak with you regarding repayment options such as installment payments over time, adjustments to compensation or bonus eligibility or a reduction in the amount owed in exchange for immediate payment. We are also happy to consider any solutions you may have. We appreciate your patience and understanding as we resolve this error.

Please contact me if you would like to discuss this matter further. If you would prefer to have our attorney discuss this on your behalf, please let me know.

Yours Sincerely,

A handwritten signature in black ink, appearing to read 'Manabu Kido', with a large, sweeping flourish extending from the end of the signature.

Manabu Kido

Chairman

EEOC Form 161-8 (11/16)

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

NOTICE OF RIGHT TO SUE (ISSUED ON REQUEST)

To: Ricco Washington
55 Golden Scroll Circle
The Woodlands, TX 77382

From: Houston District Office
Mickey Leland Building
1919 Smith Street, 7th Floor
Houston, TX 77002

☐

On behalf of person(s) aggrieved whose identity is
CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

460-2019-06690

Arusha Pinson,
Investigator Support Asst

(713) 651-4959

(See also the additional information enclosed with this form.)

NOTICE TO THE PERSON AGGRIEVED:

Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), or the Genetic Information Nondiscrimination Act (GINA): This is your Notice of Right to Sue, issued under Title VII, the ADA or GINA based on the above-numbered charge. It has been issued at your request. Your lawsuit under Title VII, the ADA or GINA **must be filed in a federal or state court WITHIN 90 DAYS of your receipt of this notice**; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

☐

More than 180 days have passed since the filing of this charge.

☒

Less than 180 days have passed since the filing of this charge, but I have determined that it is unlikely that the EEOC will be able to complete its administrative processing within 180 days from the filing of this charge.

☒

The EEOC is terminating its processing of this charge.

☐

The EEOC will continue to process this charge.

Age Discrimination in Employment Act (ADEA): You may sue under the ADEA at any time from 60 days after the charge was filed until 90 days after you receive notice that we have completed action on the charge. In this regard, the paragraph marked below applies to your case:

☐

The EEOC is closing your case. Therefore, your lawsuit under the ADEA **must be filed in federal or state court WITHIN 90 DAYS of your receipt of this Notice**. Otherwise, your right to sue based on the above-numbered charge will be lost.

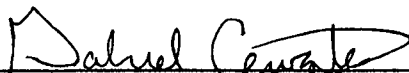
☐

The EEOC is continuing its handling of your ADEA case. However, if 60 days have passed since the filing of the charge, you may file suit in federal or state court under the ADEA at this time.

Equal Pay Act (EPA): You already have the right to sue under the EPA (filing an EEOC charge is not required.) EPA suits must be brought in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission


fn Rayford O. Irvin,
District Director

9-25-19
(Date Mailed)

Enclosures(s)

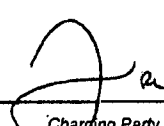
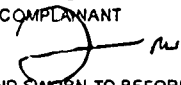
cc: TOMOE IWATERA, DIRECTOR OF HR AND GENERAL AFFAIRS
SUMITOMO AMERICAS
840 GESSNER ROAD # 1000
HOUSTON, TX 77024

WALTER, APRIL L
1790 HUGHES LANDING BLVD # 200
THE WOODLANDS, TX 77380

TWC CIVIL RIGHTS DIVISION
101 EAST 15TH STREET
ROOM 144T
AUSTIN, TX 78778

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		Charge Presented To: Agency(ies) Charge No(s). <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC 460-2019-06690	
Texas Workforce Commission Civil Rights Division and EEOC State or local Agency, if any			
Name (indicate Mr., Ms., Mrs.) Mr. Ricco Washington		Home Phone (Incl. Area Code) (949) 554-9062	Date of Birth 4-4-1977
Street Address City, State and ZIP Code 55 Golden Scroll Circle, The Woodlands, Texas 77382			
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name Pacific Summit Energy LLC		No. Employees, Members 500+	Phone No. (Include Area Code) (281) 681-7800
Street Address City, State and ZIP Code 24 Waterway Ave., Suite 725, The Woodlands, Texas 77380 www.pacificsummitenergy.com			
Name Sumitomo Corporations of the Americas		No. Employees, Members 500+	Phone No. (Include Area Code) (713) 658-8400
Street Address City, State and ZIP Code 840 Gessner Road, Suite 1000, Houston, Texas 77024 www.summitomocorp.com			
DISCRIMINATION BASED ON (Check appropriate box(es).) <input checked="" type="checkbox"/> RACE <input checked="" type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input checked="" type="checkbox"/> NATIONAL ORIGIN <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> OTHER (Specify)		DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest 2017 9-5-2019 <input checked="" type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)). Please see attached. I believe I have been subjected to harassment, discrimination and retaliation on the basis of my race (African-American), my color (black), my national origin (U.S.) and my earlier complaints of harassment/discrimination.			

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures. I declare under penalty of perjury that the above is true and correct. 9-18-2019  Date Charging Party Signature	NOTARY - When necessary for State and Local Agency Requirements I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT  SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year) 09/18/2019
---	--

KWANG SOO KIM
 COMM. #2229335
 Notary Public - California
 Orange County
 My Comm. Expires Jan. 25, 2022

CALIFORNIA JURAT

A notary public or other officer completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document.

State of California)

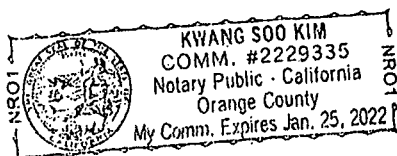
County of Orange)

Subscribed and sworn to (or affirmed) before me on this 18 day

of September, 20 19, by _____

Ricco Washington

proved to me on the basis of satisfactory evidence to be the person(s)
who appeared before me.



(Seal)

Signature [Signature]

RECEIVED
18 SEP 2019
Houston District Office
US EEOC

Optional Information

Although the information in this section is not required by law, it could prevent fraudulent removal and reattachment of this jurat to an unauthorized document and may prove useful to persons relying on the attached document.

Description of Attached Document

This certificate is attached to a document titled/for the purpose of _____

Charge of Discrimination

containing 2 pages, and dated 09/18/2019

Additional Information

Method of Affiant Identification

Proved to me on the basis of satisfactory evidence:

☐ form(s) of identification ☐ credible witness(es)

Notarial event is detailed in notary journal on:

Page # _____ Entry # _____

Notary contact: _____

Other

☐ Affiant(s) Thumbprint(s) ☐ Describe: _____

CHARGE OF DISCRIMINATION

1. My name is Ricco Washington. I was born and raised in California and am of African-American heritage. I work as the Vice President for Trading and Origination (West and Mexico Region) for Pacific Summit Energy LLC ("PSE") with my office in The Woodlands, Texas.
2. I recommend the following email addresses to make contact with Respondents about this Charge:
 - a. Jikja Chung (head of PSE/Sumitomo's legal department):
jjchung@pacificsummitenergy.com
 - b. Tomoe Iwatera (Director of Human Resources & General Affairs):
tiwatera@pacificsummitenergy.com
3. PSE is a subsidiary of Sumitomo Corporation of the Americas ("Sumitomo"), a Japanese global enterprise that prides itself as having more than 150 years of successful business history. PSE is the North American energy marketing and trading affiliate for this Japanese enterprise, and explains the company's history on its website (www.pacificsummitenergy.com/who-we-are/) as follows:

"Sumitomo formed PSE to expand their midstream presence in the North American energy industry.

Founded in 2004, PSE has grown to include more than 80 employees across California, Texas and Virginia. We have over 600 counterparties with customers ranging from other wholesale trading companies to commercial and industrial end users.

PSE added trading desks for power in 2012 and crude oil in 2014. The additions, along with our entry into LNG projects in 2013, have allowed PSE to grow and establish a dominant presence in the commodity trading space."

4. I have worked for PSE/Sumitomo since May 2007. Before my promotion to Vice President on October 1, 2018, I worked as a Senior Originator (West and Mexico Region). I currently have over 12 ½ years with the Company. When I was promoted, my base salary was increased from \$185K to \$225K. My primary job responsibility is to grow our market and trading presence in the West and Mexico region, in addition to meeting and exceeding P&L targets.
5. One of the distinctive features of the Japanese management style is a job rotation system. In large Japanese companies, Japanese managers typically move into new jobs in different

fields repeatedly during their careers, at intervals from two to seven years. See, for example, Eileen M. Mullen, *Rotating Japanese Managers in American Subsidiaries of Japanese Firms: A Challenge for American Employment Discrimination Law*, 45 Stanford L. Rev. 3 (1993). The Japanese-style of shuffling managers into new disciplines every few years is a practice that is rare in Western corporations, but a system Sumitomo subscribes to for its Japanese executives. For example, attached collectively as **Exhibit 1** are a 19-page press release from Sumitomo's President and Chief Executive Officer issued January 30, 2018 and a 16-page letter (or press release) from February 22, 2008 discussing a myriad of personnel changes for the Japanese employees, showing them being shuffled among various executive roles.

6. Jiro Miyazaki currently works as a Senior Vice President based in The Woodlands, Texas office. As a Japanese national, Mr. Miyazaki has rotated into different jobs with the Company to oversee United States-based employees over the years that I have worked for PSE.
7. Mr. Miyazaki has a history of complaints made against him. Despite a history of complaints against him, he continues in positions of authority over American employees seemingly without any negative repercussions or restrictions. Accordingly, I have never felt comfortable reporting the concerns addressed in this charge directly to Sumitomo's Human Resource manager, Tomoe Iwatera, who is also Japanese, works in the Newport Beach, California headquarters of Sumitomo's North American operations, and has a reputation for showing bias towards the company and its senior Japanese managers on HR matters.
8. A common complaint against Mr. Miyazaki is that he disapproves of seeing any financial success at PSE for non-Japanese employees. Because I am African-American, I believe he is particularly sensitive to me earning more money or advancing in my career at PSE more than he feels a non-Japanese and non-Caucasian employee should be "allowed." That is, Mr. Miyazaki seems particularly ill at ease with any status or success that I gain at the Company because I am not Asian, or even Caucasian.
9. When my team and I started experiencing substantial financial success in the Mexican market in 2017, Mr. Miyazaki started making comments insinuating these deals surely must entail bribes and other acts of foreign corruption. By February 2019, Mr. Miyazaki had launched a formal investigation into my business dealings in Mexico. As part of this investigation, I understand that my emails were thoroughly reviewed and that several of my business counterparts in Mexico were contacted and corroborated that my business practices and integrity were beyond reproach. I made it known (to Mr. Miyazaki; my direct supervisor, Matthew Clark; and Jikja Chung, head legal counsel) that I found the investigation offensive, and ultimately, the investigation was concluded with no findings of anything improper in my Mexican-based dealings.

10. My former direct supervisor, Matthew Clark (Telephone: 646-468-6572), was the first non-Japanese employee to reach the rank of President for PSE – as all others in this position have been Japanese men. He told me when he left the company that Mr. Miyazaki had it out for me, since I had been recently promoted to a Vice Presidency.
11. Sure enough, it wasn't long after Mr. Clark left in July 2019 that I experienced severe discriminatory treatment from Mr. Miyazaki, discussed further below. In short, since Mr. Clark left, Mr. Miyazaki's harassment started with him constantly bringing up the investigation of my Mexico deals, as if to insinuate that some incriminating evidence had been found against me, and then escalated with him demanding I return several hundred thousand dollars of previously paid compensation.
12. In March and April 2019, I was included in several emails concerning the calculation of my bonus for 2018 performance. PSE commercial employees such as myself receive significant bonuses in addition to our base salary if performance targets are met. Our P&L results are based on results from mid-March to mid-March, and PSE's fiscal year is April to March.
13. 2018 was a banner year for the West and Mexico Region, including because of short trading strategies on oil and gas commodities in Mexico. The two points where most of this activity occurred were at Permian and Waha. Most of the oil and gas production in that region was being produced at an enormous rate, and having the "know how" of the Mexico market further validated our trade strategies. The specialized "know how" concerning the Mexican market was a result of a long-term supply deal to CFE (Mexico Power Company) that I had originated. The origination of this deal took over two years. Most of Mexico's natural gas production is declining and they rely on US exports of natural gas supplies. Through my many business development trips to Mexico it became apparent that Mexico's new infrastructure was ill-equipped to take on new supply; thus, not leaving a major home for gas supply in the West Texas region. Also, with a newly elected President with a Socialist bent, I speculated that many new projects that would allow Permian gas to flow into Mexico would be stalled. To understand the dynamics in this market further, Mexico only recently deregulated its natural gas market to open competition within the past five years. Prior to that it was a monopoly run by CFE (Mexico Power Company) and Pemex (Natural Gas and Oil Company of Mexico).
14. On March 29, 2019 when my bonus calculation was presented to me I immediately noticed it was calculated incorrectly, and I was provided no back-up calculations from the Company on how they reached the incorrect figure they presented. I promptly reported this matter to my direct supervisor, Matthew Clark, who was then the President of PSE. Mr. Clark took the matter to the PSE/Sumitomo "Senior Management" Committee. Mr. Clark told me that Mr. Miyazaki stated in response to my complaint that "He [me] does not deserve this money," and Mr. Clark also told me that Mr. Miyazaki "has it out for you."

15. Mr. Clark was going through his own personal difficulties with PSE/Sumitomo's Senior Management Committee at the time, so I also decided to communicate directly via telephone, email and text with Chang Lee, the Senior Vice President of Risk Management. Mr. Lee was a member of PSE/Sumitomo's Senior Management Committee, which also included Mr. Miyazaki, Manabu Kido, Yoichi Kawato, Mr. Clark, and Matt Brown.
16. In response to my communications with Mr. Lee, he submitted to the Senior Management Committee detailed calculations for both the original bonus amount they had presented and a new, revised amount. Having now had the benefit to see the calculations behind the original amount that was presented, I noticed several inconsistent and disingenuous elements to their calculations – which were clearly skewed to minimize my bonus amount. For example, the first proposed amount was calculated based off the full year's performance of "West BG" (a book of business that resides in the West region), but yet the full year's performance for the entire Western region was not factored into the calculations. It was clear they were essentially "cherry picking" factors to include in the calculations that would reduce or suppress my bonus amount.
17. The emails concerning the re-calculation of my bonus included Tomoe Iwatera, the Director of Human Resources & General Affairs (discussed further above), Chang Lee, PSE's (then) President, Matthew Clark, and the entire "Senior Management" group. These emails are attached collectively as Exhibit 2.
18. During these discussions, Mr. Clark and I discussed how I had been shorted about \$650,000-700,000 of compensation because I had been excluded from Sumitomo's Long Term Compensation ("LTC") Program until April 1, 2019, but that Japanese senior management was unwilling to account for this in the bonus calculations under discussion. Previously Mr. Clark had verbally confirmed to me that I would be in the LTC Program as soon as I was promoted to VP back in October 2018 – but this didn't happen.
19. After these communications confirmed the calculation of my bonus (absent the LTC compensation to which I was improperly excluded), my 2018 bonus check was issued on April 12, 2019 in the amount of \$1,360,777, and was approved by senior management. Attached as Exhibit 3 are text messages between Mr. Lee and me confirming he had talked to both Mr. Kawato (as mentioned above, Mr. Kawato is a member of the Senior Management Committee and runs the Irvine, California office) and Mr. Clark about my bonus, that Mr. Kawato "agree[d] to full salary or half year wear [sic – West] budget," and that Mr. Lee was "Sorry for the trouble."
20. Notwithstanding the prior detailed discussions over my bonus in March that involved the Senior Management Committee's approval, and issuance of the check in April, on August 29, 2019, after calling me into his office to casually discuss football, Mr. Miyazaki completely blind-sided me by stating he was working to get a large part of my bonus "clawed back" and that a letter seeking this was in the works.

21. On Friday, August 30, 2019, I sent Ms. Iwatera an email asking that a third party be present in any meeting involving myself and Jiro Miyazaki (one on one situation). A copy of this email is attached as Exhibit 4. Neither Ms. Iwatera, nor any one else with the Company, took any steps to interview me or otherwise investigate why I would not want to be alone with Mr. Miyazaki. To this day, I have heard nothing further from HR, or anyone else with the Company, about this complaint.
22. The following Thursday, September 5, 2019, Ms. Iwatera emailed me a letter, signed by PSE's Chairman (the highest ranking executive with PSE), Manabu Kido, demanding that I refund approximately 46% of the bonus that was previously issued to me back in April 2019 – even though the bonus amount had already been confirmed by senior management, and was paid in April 2019! More specifically, Sumitomo demanded I refund the sum of \$625,699. A copy of the September 5, 2019 letter, and Ms. Iwatera's cover email (copying Mr. Kido, Yoichi Kawato and Jikja Chung), are attached as Exhibit 5. The only Caucasian on the Senior Management Committee after Mr. Clark's departure, Matt Brown, has indicated to me that he was excluded from any discussions by the Committee with Mr. Miyazaki about the demand that I refund nearly half my 2018 bonus, or the letter that Mr. Miyazaki orchestrated that Mr. Kido signed.
23. To my knowledge, no Caucasian employee has been asked to refund a previously issued bonus, much less asked to refund almost half of their previously-issued bonus.
24. The "new" math is wrong because they originally tried to prorate my salary by *half* in the calculation for full-year Permian and *half*-year West production. This is cherry picking and trying to pull the wool over my eyes. To be consistent and fair, the calculation should have been to prorate my salary by *half* for full-year Permian and *full*-year West production, or, the calculation should be based on my *full* salary and *half*-year West budget (as Senior Management agreed and documented by the email chains, text messages (submitted as Exhibits 2-3) and prior check that was paid to me).
25. I believe I have been harassed and retaliated and discriminated against because I am African-American/black, and not Japanese or Caucasian, and because I have previously complained about Mr. Miyazaki's discrimination, harassment and retaliation against me.

EXHIBIT B

CITATION

Cause Number: 19-12-17047

SEP 12 1989
1-6-2020

Clerk of the Court
Melisa Miller
P.O. Box 2985
Conroe, Texas 77305

Attorney Requesting Service
April L Walter
1790 Hughes Landing Blvd Suite 200
The Woodlands TX 77380

THE STATE OF TEXAS

NOTICE TO DEFENDANT: You have been sued. You may employ an attorney. If you or your attorney does not file a written answer with the clerk who issued this citation by 10:00 a.m. on the Monday next following the expiration of twenty days after you were served this citation and petition, a default judgment may be taken against you.

To: Pacific Summit Energy LLC
Registered Agent CT Corporation System
1021 Main Street Suite 1150
Houston TX 77002
OR WHEREVER THE ADDRESSEE MAY BE FOUND

You are hereby commanded to appear by filing a written answer to the Plaintiff's Original Petition, Jury Demand, and Requests for Disclosures at or before 10:00 A.M. of the Monday next after the expiration of twenty days after the date of service of this citation before the Honorable 284th Judicial District Court Montgomery County, Texas at the Courthouse of said County in Conroe, Texas.

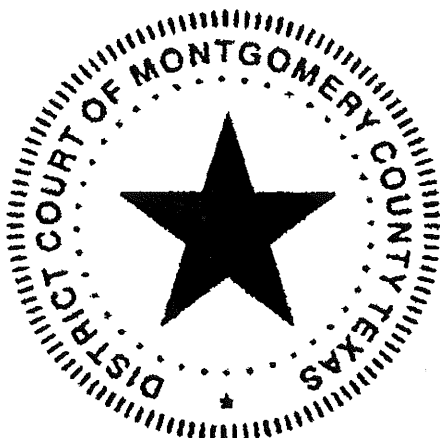
Said Plaintiff's Original Petition, Jury Demand, and Requests for Disclosures was filed in said court on this the 23rd day of December, 2019 numbered 19-12-17047 on the docket of said court, and styled, Ricco Washington VS. Pacific Summit Energy LLC and Sumitomo Corporations of the Americas

The nature of plaintiff's demand is fully shown by a true and correct copy of the Plaintiff's Original Petition, Jury Demand, and Requests for Disclosures accompanying this citation and made a part hereof.

The officer executing this writ shall promptly serve the same according to requirements of law, and the mandates thereof, and make due return as the law directs.

Issued and given under my hand and seal of said Court at Conroe, Texas on this the 27th day of December, 2019.

Melisa Miller, District Clerk
Montgomery County, Texas



By: 
Jeff Fiore, Deputy

12/27/2019 9:58:24 AM

EXHIBIT C

**UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF TEXAS – HOUSTON DIVISION**

RICCO WASHINGTON,

Plaintiff,

v.

PACIFIC SUMMIT ENERGY LLC and
SUMITOMO CORPORATIONS OF THE
AMERICAS,

Defendants.

Civil Action No. _____

DECLARATION OF JIKJA CHUNG

I, Jikja Chung, declare as follows:

1. I am General Counsel and Chief Compliance Officer for Defendant Pacific Summit Energy LLC (“PSE”). As a result of my position, I have detailed knowledge of the corporate structure of PSE. Thus, I have personal knowledge of the following facts, and if called as a witness, I would and could competently testify hereto.

2. PSE is a Delaware limited liability company. Its only member is Sumitomo Corporation of Americas (“SCOA”).

3. PSE received Plaintiff Ricco Washington’s Original Petition, Jury Demand, Requests for Disclosures, and Citation through personal service on its registered agent on January 16, 2020.

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I declare under penalty of perjury under the laws of the United States that the foregoing is true and correct and that this Declaration was executed on this 23rd day of January, 2020, at Irvine, California.


Jikja Chung

4817-8362-8466.1

EXHIBIT D

**UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF TEXAS – HOUSTON DIVISION**

RICCO WASHINGTON,

Plaintiff,

v.

PACIFIC SUMMIT ENERGY LLC and
SUMITOMO CORPORATIONS OF THE
AMERICAS,

Defendants.

Civil Action No. _____

DECLARATION OF LEWIS FARBERMAN

I, Lewis Farberman, declare as follows:

1. I am Vice President & Department Head – Legal for Defendant Sumitomo Corporation of Americas (“SCOA”). As a result of my position, I have detailed knowledge of the corporate structure of SCOA. Thus, I have personal knowledge of the following facts, and if called as a witness, I would and could competently testify hereto.

2. SCOA is a corporation incorporated in the State of New York. SCOA’s headquarters and principal place of business are located at New York, New York. The President of SCOA maintains his offices in New York and directs operations from there. SCOA’s corporate records are maintained in New York.

3. SCOA received Plaintiff Ricco Washington’s Original Petition, Jury Demand, Requests for Disclosures, and Citation through personal service on its registered agent on January 6, 2020. SCOA consents to the removal of this action.

I declare under penalty of perjury under the laws of the United States that the foregoing is true and correct and that this Declaration was executed on this 24 day of January, 2020, at New York, New York.

A handwritten signature in black ink, appearing to read 'L. Farberman', is written above a horizontal line.

Lewis Farberman

4837-9976-0561.1

EXHIBIT E

[Skip to Main Content](#) [Logout](#) [My Account](#) [Search Menu](#) [New Civil Search](#) [Refine Search](#) [Back](#)Location : All Courts [Help](#)**REGISTER OF ACTIONS****CASE NO. 19-12-17047****Ricco Washington VS. Pacific Summit Energy LLC and Sumitomo Corporations of the Americas**§
§
§
§
§Case Type: **Employment >\$200,000**Date Filed: **12/23/2019**Location: **284th Judicial District Court****PARTY INFORMATION**

		Attorneys
Defendant	Pacific Summit Energy LLC Registered Agent CT Corporation System 1021 Main Street, Suite 1150 Houston, TX 77002	
Defendant	Sumitomo Corporations of the Americas Registered Agent CT Corporation System 350 North St. Paul Street Suite 2900 Houston, TX 77002	
Plaintiff	Washington, Ricco	April L. Walter <i>Retained</i> 281-367-1222(W)

EVENTS & ORDERS OF THE COURT

OTHER EVENTS AND HEARINGS			
12/23/2019	Original Petition (OCA)		
12/23/2019	E-Filed Original Petition Document		
12/23/2019	Civil Case Information Sheet		
12/23/2019	Request For Service		
12/23/2019	Request For Service		
12/27/2019	Citation		
	Sumitomo Corporations of the Americas	Served	01/06/2020
		Returned	01/15/2020
12/27/2019	Citation		
	Pacific Summit Energy LLC	Served	01/16/2020
		Returned	01/21/2020
01/15/2020	Return of Service		
01/21/2020	Return of Service		

FINANCIAL INFORMATION

	Plaintiff Washington, Ricco		
	Total Financial Assessment		308.00
	Total Payments and Credits		308.00
	Balance Due as of 01/21/2020		0.00
12/23/2019	Transaction Assessment		308.00
12/23/2019	E-File Electronic Payment Receipt # 2019-255932	Washington, Ricco	(308.00)

EXHIBIT F

JS 44 (Rev. 09/19)

CIVIL COVER SHEET

The JS 44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. (SEE INSTRUCTIONS ON NEXT PAGE OF THIS FORM.)

I. (a) PLAINTIFFS
Ricco Washington

(b) County of Residence of First Listed Plaintiff Montgomery
(EXCEPT IN U.S. PLAINTIFF CASES)

(c) Attorneys (Firm Name, Address, and Telephone Number)
April L. Walter
The Strong Firm, P.C. 1790 Hughes Landing Blvd., Suite 200, The
Woodlands, TX 77380 Tel: 281.367.1222

DEFENDANTS

Pacific Summit Energy LLC and Sumitomo Corporations of the Americas

County of Residence of First Listed Defendant New York
(IN U.S. PLAINTIFF CASES ONLY)

NOTE: IN LAND CONDEMNATION CASES, USE THE LOCATION OF
THE TRACT OF LAND INVOLVED.

Attorneys (If Known)
Amy R. Patton, Tyler B. Runge
Payne & Fears LLP, 4 Park Plaza, Suite 1100, Irvine, CA 92614
Tel: 949.851.1100

II. BASIS OF JURISDICTION (Place an "X" in One Box Only)

- ☐ 1 U.S. Government Plaintiff
- ☐ 2 U.S. Government Defendant
- ☐ 3 Federal Question
(U.S. Government Not a Party)
- ☒ 4 Diversity
(Indicate Citizenship of Parties in Item III)

III. CITIZENSHIP OF PRINCIPAL PARTIES (Place an "X" in One Box for Plaintiff and One Box for Defendant)

- | | PTF | DEF | | PTF | DEF |
|---|---------------------------------------|----------------------------|---|----------------------------|---------------------------------------|
| Citizen of This State | <input checked="" type="checkbox"/> 1 | <input type="checkbox"/> 1 | Incorporated or Principal Place of Business In This State | <input type="checkbox"/> 4 | <input type="checkbox"/> 4 |
| Citizen of Another State | <input type="checkbox"/> 2 | <input type="checkbox"/> 2 | Incorporated and Principal Place of Business In Another State | <input type="checkbox"/> 5 | <input checked="" type="checkbox"/> 5 |
| Citizen or Subject of a Foreign Country | <input type="checkbox"/> 3 | <input type="checkbox"/> 3 | Foreign Nation | <input type="checkbox"/> 6 | <input type="checkbox"/> 6 |

IV. NATURE OF SUIT (Place an "X" in One Box Only)

Click here for: Nature of Suit Code Descriptions.

CONTRACT	TORTS	FORFEITURE/PENALTY	BANKRUPTCY	OTHER STATUTES	
<input type="checkbox"/> 110 Insurance <input type="checkbox"/> 120 Marine <input type="checkbox"/> 130 Miller Act <input type="checkbox"/> 140 Negotiable Instrument <input type="checkbox"/> 150 Recovery of Overpayment & Enforcement of Judgment <input type="checkbox"/> 151 Medicare Act <input type="checkbox"/> 152 Recovery of Defaulted Student Loans (Excludes Veterans) <input type="checkbox"/> 153 Recovery of Overpayment of Veteran's Benefits <input type="checkbox"/> 160 Stockholders' Suits <input type="checkbox"/> 190 Other Contract <input type="checkbox"/> 195 Contract Product Liability <input type="checkbox"/> 196 Franchise	PERSONAL INJURY <input type="checkbox"/> 310 Airplane <input type="checkbox"/> 315 Airplane Product Liability <input type="checkbox"/> 320 Assault, Libel & Slander <input type="checkbox"/> 330 Federal Employers' Liability <input type="checkbox"/> 340 Marine <input type="checkbox"/> 345 Marine Product Liability <input type="checkbox"/> 350 Motor Vehicle <input type="checkbox"/> 355 Motor Vehicle Product Liability <input type="checkbox"/> 360 Other Personal Injury <input type="checkbox"/> 362 Personal Injury - Medical Malpractice	<input type="checkbox"/> 365 Personal Injury - Product Liability <input type="checkbox"/> 367 Health Care/Pharmaceutical Personal Injury Product Liability <input type="checkbox"/> 368 Asbestos Personal Injury Product Liability PERSONAL PROPERTY <input type="checkbox"/> 370 Other Fraud <input type="checkbox"/> 371 Truth in Lending <input type="checkbox"/> 380 Other Personal Property Damage <input type="checkbox"/> 385 Property Damage Product Liability	<input type="checkbox"/> 625 Drug Related Seizure of Property 21 USC 881 <input type="checkbox"/> 690 Other LABOR <input type="checkbox"/> 710 Fair Labor Standards Act <input type="checkbox"/> 720 Labor/Management Relations <input type="checkbox"/> 740 Railway Labor Act <input type="checkbox"/> 751 Family and Medical Leave Act <input type="checkbox"/> 790 Other Labor Litigation <input type="checkbox"/> 791 Employee Retirement Income Security Act IMMIGRATION <input type="checkbox"/> 462 Naturalization Application <input type="checkbox"/> 465 Other Immigration Actions	<input type="checkbox"/> 422 Appeal 28 USC 158 <input type="checkbox"/> 423 Withdrawal 28 USC 157 PROPERTY RIGHTS <input type="checkbox"/> 820 Copyrights <input type="checkbox"/> 830 Patent <input type="checkbox"/> 835 Patent - Abbreviated New Drug Application <input type="checkbox"/> 840 Trademark SOCIAL SECURITY <input type="checkbox"/> 861 HIA (1395ff) <input type="checkbox"/> 862 Black Lung (923) <input type="checkbox"/> 863 DIWC/DIWW (405(g)) <input type="checkbox"/> 864 SSID Title XVI <input type="checkbox"/> 865 RSI (405(g)) FEDERAL TAX SUITS <input type="checkbox"/> 870 Taxes (U.S. Plaintiff or Defendant) <input type="checkbox"/> 871 IRS—Third Party 26 USC 7609	<input type="checkbox"/> 375 False Claims Act <input type="checkbox"/> 376 Qui Tam (31 USC 3729(a)) <input type="checkbox"/> 400 State Reapportionment <input type="checkbox"/> 410 Antitrust <input type="checkbox"/> 430 Banks and Banking <input type="checkbox"/> 450 Commerce <input type="checkbox"/> 460 Deportation <input type="checkbox"/> 470 Racketeer Influenced and Corrupt Organizations <input type="checkbox"/> 480 Consumer Credit (15 USC 1681 or 1692) <input type="checkbox"/> 485 Telephone Consumer Protection Act <input type="checkbox"/> 490 Cable/Sat TV <input type="checkbox"/> 850 Securities/Commodities/Exchange <input type="checkbox"/> 890 Other Statutory Actions <input type="checkbox"/> 891 Agricultural Acts <input type="checkbox"/> 893 Environmental Matters <input type="checkbox"/> 895 Freedom of Information Act <input type="checkbox"/> 896 Arbitration <input type="checkbox"/> 899 Administrative Procedure Act/Review or Appeal of Agency Decision <input type="checkbox"/> 950 Constitutionality of State Statutes
REAL PROPERTY <input type="checkbox"/> 210 Land Condemnation <input type="checkbox"/> 220 Foreclosure <input type="checkbox"/> 230 Rent Lease & Ejectment <input type="checkbox"/> 240 Torts to Land <input type="checkbox"/> 245 Tort Product Liability <input type="checkbox"/> 290 All Other Real Property	CIVIL RIGHTS <input type="checkbox"/> 440 Other Civil Rights <input type="checkbox"/> 441 Voting <input checked="" type="checkbox"/> 442 Employment <input type="checkbox"/> 443 Housing/Accommodations <input type="checkbox"/> 445 Amer. w/Disabilities - Employment <input type="checkbox"/> 446 Amer. w/Disabilities - Other <input type="checkbox"/> 448 Education	PRISONER PETITIONS Habeas Corpus: <input type="checkbox"/> 463 Alien Detainee <input type="checkbox"/> 510 Motions to Vacate Sentence <input type="checkbox"/> 530 General <input type="checkbox"/> 535 Death Penalty Other: <input type="checkbox"/> 540 Mandamus & Other <input type="checkbox"/> 550 Civil Rights <input type="checkbox"/> 555 Prison Condition <input type="checkbox"/> 560 Civil Detainee - Conditions of Confinement			

V. ORIGIN (Place an "X" in One Box Only)

- ☐ 1 Original Proceeding ☒ 2 Removed from State Court ☐ 3 Remanded from Appellate Court ☐ 4 Reinstated or Reopened ☐ 5 Transferred from Another District (specify) ☐ 6 Multidistrict Litigation - Transfer ☐ 8 Multidistrict Litigation - Direct File

VI. CAUSE OF ACTION

Cite the U.S. Civil Statute under which you are filing (Do not cite jurisdictional statutes unless diversity):
28 U.S.C. § 1332

Brief description of cause:
Chapter 21 of Texas Labor Code - discrimination, harassment, retaliation, injunctive relief

VII. REQUESTED IN COMPLAINT:

☐ CHECK IF THIS IS A CLASS ACTION UNDER RULE 23, F.R.Cv.P.

DEMAND \$
1,000,000.00

CHECK YES only if demanded in complaint:
JURY DEMAND: ☒ Yes ☐ No

VIII. RELATED CASE(S) IF ANY

(See instructions):

JUDGE

DOCKET NUMBER

DATE
01/24/2020

SIGNATURE OF ATTORNEY OF RECORD



FOR OFFICE USE ONLY

RECEIPT # _____ AMOUNT _____ APPLYING IFP _____ JUDGE _____ MAG. JUDGE _____

INSTRUCTIONS FOR ATTORNEYS COMPLETING CIVIL COVER SHEET FORM JS 44**Authority For Civil Cover Sheet**

The JS 44 civil cover sheet and the information contained herein neither replaces nor supplements the filings and service of pleading or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. Consequently, a civil cover sheet is submitted to the Clerk of Court for each civil complaint filed. The attorney filing a case should complete the form as follows:

- I.(a) Plaintiffs-Defendants.** Enter names (last, first, middle initial) of plaintiff and defendant. If the plaintiff or defendant is a government agency, use only the full name or standard abbreviations. If the plaintiff or defendant is an official within a government agency, identify first the agency and then the official, giving both name and title.
- (b) County of Residence.** For each civil case filed, except U.S. plaintiff cases, enter the name of the county where the first listed plaintiff resides at the time of filing. In U.S. plaintiff cases, enter the name of the county in which the first listed defendant resides at the time of filing. (NOTE: In land condemnation cases, the county of residence of the "defendant" is the location of the tract of land involved.)
- (c) Attorneys.** Enter the firm name, address, telephone number, and attorney of record. If there are several attorneys, list them on an attachment, noting in this section "(see attachment)".
- II. Jurisdiction.** The basis of jurisdiction is set forth under Rule 8(a), F.R.Cv.P., which requires that jurisdictions be shown in pleadings. Place an "X" in one of the boxes. If there is more than one basis of jurisdiction, precedence is given in the order shown below.
 United States plaintiff. (1) Jurisdiction based on 28 U.S.C. 1345 and 1348. Suits by agencies and officers of the United States are included here.
 United States defendant. (2) When the plaintiff is suing the United States, its officers or agencies, place an "X" in this box.
 Federal question. (3) This refers to suits under 28 U.S.C. 1331, where jurisdiction arises under the Constitution of the United States, an amendment to the Constitution, an act of Congress or a treaty of the United States. In cases where the U.S. is a party, the U.S. plaintiff or defendant code takes precedence, and box 1 or 2 should be marked.
 Diversity of citizenship. (4) This refers to suits under 28 U.S.C. 1332, where parties are citizens of different states. When Box 4 is checked, the citizenship of the different parties must be checked. (See Section III below; **NOTE: federal question actions take precedence over diversity cases.**)
- III. Residence (citizenship) of Principal Parties.** This section of the JS 44 is to be completed if diversity of citizenship was indicated above. Mark this section for each principal party.
- IV. Nature of Suit.** Place an "X" in the appropriate box. If there are multiple nature of suit codes associated with the case, pick the nature of suit code that is most applicable. Click here for: [Nature of Suit Code Descriptions](#).
- V. Origin.** Place an "X" in one of the seven boxes.
 Original Proceedings. (1) Cases which originate in the United States district courts.
 Removed from State Court. (2) Proceedings initiated in state courts may be removed to the district courts under Title 28 U.S.C., Section 1441.
 Remanded from Appellate Court. (3) Check this box for cases remanded to the district court for further action. Use the date of remand as the filing date.
 Reinstated or Reopened. (4) Check this box for cases reinstated or reopened in the district court. Use the reopening date as the filing date.
 Transferred from Another District. (5) For cases transferred under Title 28 U.S.C. Section 1404(a). Do not use this for within district transfers or multidistrict litigation transfers.
 Multidistrict Litigation – Transfer. (6) Check this box when a multidistrict case is transferred into the district under authority of Title 28 U.S.C. Section 1407.
 Multidistrict Litigation – Direct File. (8) Check this box when a multidistrict case is filed in the same district as the Master MDL docket.
PLEASE NOTE THAT THERE IS NOT AN ORIGIN CODE 7. Origin Code 7 was used for historical records and is no longer relevant due to changes in statute.
- VI. Cause of Action.** Report the civil statute directly related to the cause of action and give a brief description of the cause. **Do not cite jurisdictional statutes unless diversity.** Example: U.S. Civil Statute: 47 USC 553 Brief Description: Unauthorized reception of cable service
- VII. Requested in Complaint.** Class Action. Place an "X" in this box if you are filing a class action under Rule 23, F.R.Cv.P.
 Demand. In this space enter the actual dollar amount being demanded or indicate other demand, such as a preliminary injunction.
 Jury Demand. Check the appropriate box to indicate whether or not a jury is being demanded.
- VIII. Related Cases.** This section of the JS 44 is used to reference related pending cases, if any. If there are related pending cases, insert the docket numbers and the corresponding judge names for such cases.

Date and Attorney Signature. Date and sign the civil cover sheet.

PROOF OF SERVICE

Ricco Washington v. Pacific Summit Energy LLC, et al.
Case No. _____
United States District Court – Southern District of Texas

STATE OF CALIFORNIA, COUNTY OF ORANGE

At the time of service, I was over 18 years of age and not a party to this action. I am employed in the County of Orange, State of California. My business address is 4 Park Plaza, Suite 1100, Irvine, CA 92614.

On January 24, 2020, I served true copies of the following document(s) described as **FEDERAL CIVIL CASE COVER** on the interested parties in this action as follows:

April L. Walter
The Strong Firm, P.C.
1790 Hughes Landing Blvd., Suite 200
The Woodlands, TX 77380
Tel: 281.367.1222

Attorneys for Plaintiff
Ricco Washington

Adam Gutmann
Cozen O'Connor
LyondellBassell Tower
1221 McKinney Suite 2900
Houston, TX 77010
Tel: 832.214.3919

Attorneys for Defendant
Sumitomo Corporations of the Americas

BY MAIL: I enclosed the document(s) in a sealed envelope or package addressed to the persons at the addresses listed in the Service List and placed the envelope for collection and mailing, following our ordinary business practices. I am readily familiar with Payne & Fears LLP's practice for collecting and processing correspondence for mailing. On the same day that correspondence is placed for collection and mailing, it is deposited in the ordinary course of business with the United States Postal Service, in a sealed envelope with postage fully prepaid.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Executed on January 24, 2020, at Irvine, California.

Connie A Cason

EXHIBIT G

**UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF TEXAS – HOUSTON DIVISION**

RICCO WASHINGTON,

Plaintiff,

v.

PACIFIC SUMMIT ENERGY LLC and
SUMITOMO CORPORATIONS OF THE
AMERICAS,

Defendants.

Civil Action No. _____

LIST OF COUNSEL OF RECORD

**TO THE UNITED STATES DISTRICT COURT FOR THE SOUTHERN
DISTRICT OF TEXAS, PLAINTIFF RICCO WASHINGTON, AND HIS COUNSEL OF
RECORD:**

PARTY

Plaintiff Ricco Washington

ATTORNEY

April L. Walter
The Strong Firm, P.C.
1790 Hughes Landing Blvd., Suite 200
The Woodlands TX 77380
Tel: 281.367.1222

Defendant Pacific Summit Energy LLC

Amy Patton
Tyler B. Runge
Payne & Fears LLP
4 Park Plaza, Suite 1100
Irvine, CA 92614
Tel: 949.851.1100
Email: ARP@paynefears.com
TBR@paynefears.com

Defendant Sumitomo Corporations of the
Americas

Adam Gutmann
Cozen O'Connor
LyondellBassell Tower
1221 McKinney, Suite 2900
Houston, TX 77010
Tel: 832.214.3919
Email: Agutmann@cozen.com

DATED: January 24, 2020

PAYNE & FEARS LLP

By: /s/ Amy R. Patton
AMY R. PATTON

Attorney-in-Charge
Texas Bar No. 24000740
PAYNE & FEARS LLP
4 Park Plaza, Suite 1100
Irvine, California 92614
Telephone: (949) 851-1100
Facsimile: (949) 851-1212
Attorneys for Defendant
PACIFIC SUMMIT ENERGY LLC

4815-0286-5842.2